Document:	OFI Sustainability Policy
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Orkla Food Ingredients Sustainability Policy

Purpose

At Orkla Food Ingredients (OFI), we are committed to operating responsibly and contributing to a more sustainable future for people, the environment, and our business. This policy outlines our main principles for managing environmental and social impacts across our operations and value chain and integrating sustainability into everyday decisions.

Vision and commitment

We believe sustainable growth comes from responsible choices, collaboration, and continuous improvement. Our commitments include:

- integrating sustainability principles in our governance procedures, strategy and operations,
- acting transparently and responsibly in the way we conduct our business,
- investing in solutions that reduce environmental impact and support the well-being of people,
- enabling innovation and improvement initiatives which contribute to our sustainability ambitions.

About this policy

The policy is based on international guidelines[1] and relevant EU regulations and reflects Orkla's Sustainability Policy[2] and Code of Conduct[3]. It is reviewed annually by the OFI Board of Directors (BoD). OFI CEO is responsible for the operationalisation, monitoring, and enforcement of the policy.

Applicability

The policy applies to all OFI-controlled companies, regardless of size. If local law conflicts with the policy, local law prevails. We focus follow-up on material sustainability topics. If any OFI company is associated with serious and/or systematic violations of the Policy, laws, regulations or international norms for ethical behaviour, we will take necessary steps to mitigate adverse impacts.

Sustainability governance at OFI

Roles and responsibilities

At OFI, we integrate ESG into corporate governance and ownership practices:

- The OFI BoD approves the double materiality assessment, key policies, targets, and reporting and has oversight of material sustainability impacts, risks and opportunities, including the human rights impact assessment and due diligence process and the climate and nature risk assessment.
- The ESG Board supports and advises on ESG matters and monitors sustainability reporting.
- The CEO is responsible for operationalising policies and targets, preparing action plans and ensuring progress towards target achievement.

OFI companies are expected to:

- Ensure proper sustainability governance with clear roles, board oversight, and adequate competence.
- Implement the OFI Sustainability Policy and all other OFI ESG-related policies, frameworks and management systems.

[1] The UN Guiding Principles for Business and Human Rights; The OECD Guidelines for Multinational Enterprises.
[2] Orkla - Sustainability
[3] Orkla Code of Conduct

- Manage material environmental, social and governance (ESG) issues related to their operations and value chain.
- Regularly assess performance, identify focus areas for improvement and report progress to their BoD.
- Maintain reliable sustainability reporting processes, controls, and data quality.
- Include ESG-related performance in executive remuneration schemes.

Stakeholder dialogue & complaints

At OFI, we maintain constructive dialogue with employees and other stakeholders. OFI companies must establish accessible channels for concerns and remediation in line with legal requirements.

The next sections of the Sustainability Policy are structured around the following principle: setting out OFI Group's commitments for each ESG topic and defining what is expected of OFI companies to deliver on those commitments.

TRANSITIONING TO NET ZERO

At OFI, we work systematically to understand and manage the key environmental topics linked to our business and we take purposeful steps towards our long-term ambition of net-zero emissions and a more circular economy.

Climate
We will reduce emissions in our operations and value chain and regularly assess climate-related risks and opportunities. OFI companies must identify emission-reduction opportunities and prepare plans aligned with Orkla's climate ambition.

Energy
OFI companies must improve energy efficiency, increase renewable energy use, perform energy audits, and follow the Orkla EHS Standard.

Waste
We aim to reduce waste and optimise waste handling. OFI companies must implement waste management systems in line with the requirements of Orkla EHS Standard.

Packaging
We prioritize recyclable packaging and the reduction of virgin materials. OFI companies must improve packaging solutions to meet legal requirements and contribute to a circular economy for packaging materials.

Biodiversity and ecosystems
We strive to reduce pressure on nature and prevent deforestation, focusing on prioritized high-risk raw materials. OFI companies must ensure traceability and work to prevent ecosystem conversion and degradation in their value chains through certifications or programs that help promote sustainable farming practices.

Preventing environmental harm
OFI companies must control emissions, manage hazardous substances, prevent spills and release of microplastic, ensure proper water treatment, and reduce water use, especially in high-risk areas. Detailed principles and requirements for environmental management in OFI are outlined in the Orkla EHS Standard. Instances of non-compliance must be managed and reported in line with OFI's Contingency Plan.

EMPOWERING PEOPLE

OFI is committed to respecting human rights[4] and promoting decent working conditions across our operations and value chain.

Human rights & labour practices

[4] OFI defines human rights as those addressed in the Universal Declaration of Human Rights (1948), the two international covenants on civil and political rights (1966) and economic, social and cultural rights (1966) and the core conventions of the International Labour Organisation (ILO)

Companies must implement human rights due diligence processes to identify and address potential and actual negative human rights impacts linked to own operations and value chains. They must prevent forced and child labour, protect vulnerable individuals and groups, and respect the freedom of expression, association and organisation, trade union rights and the rights of collective bargaining, privacy and non-discrimination.

People & culture
We aim to build a positive, inclusive work environment. OFI companies must ensure fair wages, reasonable working hours, equal opportunities, diversity, and a safe workplace for own workforce and implement OFI's people policies.

Responsible sourcing
OFI companies must engage with suppliers and business partners to safeguard the rights of workers in the value chain. They must ensure that suppliers follow Orkla's Supplier Code of Conduct and Orkla Business Partner Code of Conduct and conduct risk-based follow-up.

Food safety & quality
All OFI companies must maintain robust food safety and quality systems aligned with Orkla's policy on Food Safety & Quality, the Orkla Food Safety Standard and/or Orkla Food Safety Standard Storage & Distribution.

Preventing social harm
OFI companies must assess and address negative impacts on consumers and communities, support healthier product development, ensure responsible marketing, and engage with local communities to address potential negative impacts and contribute to thriving communities.

PROMOTING TRUST AND INTEGRITY

OFI is committed to fostering a culture of integrity based on principles of responsible business conduct and compliance with all applicable laws and regulations.

OFI companies are expected to implement the OFI governing documents on business conduct and ensure that functions at risk have appropriate awareness and receive regular risk-based and targeted training on material business conduct topics.

Code of Conduct & anti-corruption
OFI companies must implement Orkla's Code of Conduct, conduct regular training, and follow OFI's anti-corruption procedures.

Whistleblowing
OFI companies must implement the OFI whistle blowing policy and foster an environment where speaking up is encouraged. OFI companies must handle whistleblowing cases according to the OFI policy and local law.

Sanctions, privacy & competition
OFI companies must comply with sanctions regulations, implement Orkla's privacy requirements, follow competition law, maintain updated competition manuals, and be prepared for inspections.

Taxes & political engagement
OFI acts as a responsible taxpayer and engages with authorities transparently. Political engagement must follow principles of openness and long-term responsibility.

Supplier management
OFI companies must be responsible business partners, maintain fair procurement practices, and integrate sustainability criteria into supplier evaluation and monitoring.

Animal welfare
OFI companies must strive to safeguard animal welfare in their value chain and uphold responsible animal welfare practices based on the principles described in Orkla's Animal Welfare Policy.