



Sustainability Policy

MULDER NATURAL FOODS

13/10/2025

Tabel of Contents

1	Purchase	2
1.1	Sustainable procurement.....	2
1.2	Child Labour, Forced Labour and Human Trafficking	2
2	Process.....	2
2.1	Environment	2
2.2	Data Protection and Cybersecurity.....	3
3	People.....	4
3.1	Ethics and Integrity	4
3.2	Fraud Prevention and Anti-Corruption	4
3.3	Employment Conditions	4
3.4	Labour and Human Rights	4
3.5	Diversity, Equity and Inclusion	5
3.6	Career Management and Training	5
3.7	Employee Health and Safety	5
3.8	Social Dialogue	5
3.9	Community Engagement.....	6
4	Product	6
4.1	Consumer Health and Safety	6
4.2	End of Life of Our Products	6
5	Closing Statement	6

Mulder Natural Foods is committed to sustainable, ethical and people-oriented operations. We focus on four pillars: Purchase – Process – People – Product. We are confident that this approach will help build a sustainable future for people, the environment and society. This document brings together the core principles of our sustainability policy. These four pillars cover the material sustainability topics for our organization, which we have defined together with our stakeholders.

1 Purchase

1.1 Sustainable procurement

We purchase raw materials from suppliers that meet ethical, social and environmental standards. For certain risk-sensitive raw materials such as palm oil, we choose exclusively RSPO-certified palm oil, thereby helping to prevent deforestation, protect biodiversity and support fair working conditions in the supply chain. For our private-label cardboard packaging, Mulder Natural Foods opts for the FSC label for wood from sustainably managed forests. We expect our partners to comply with our Code of Conduct and sustainability criteria. Suppliers are encouraged to further integrate sustainability into their processes. We build long-term relationships with partners who share our values.

1.2 Child Labour, Forced Labour and Human Trafficking

We require that no form of child labour, forced labour or human trafficking occur anywhere in our entire supply chain. We ask our suppliers to endorse the principles of the ILO (International Labour Organization). To ensure this, we apply a strict due-diligence policy. In this way we take responsibility not only within our own company, but also contribute to fair and dignified working conditions worldwide.

2 Process

2.1 Environment

Mulder Natural Foods is committed to environmentally responsible operations. We protect the environment, comply with our legal environmental obligations and strive for the continuous improvement of our environmental performance. Our environmental management system is certified annually in accordance with the ISO 14001 standard. We deliberately calculate and reduce our emissions and waste streams, choose sustainable materials and recycling, and prefer suppliers who share our environmental values. We aim for energy efficiency, the minimization of transport-related environmental impact and the reduction of our ecological footprint. Mulder Natural Foods takes care of the environment across multiple domains.

- **Energy management:** We use energy responsibly. Through efficiency improvements we aim to lower energy consumption. Where possible we recover energy in our internal processes. Finally, we invest in renewable energy from our solar-panel installation.
- **Emission reduction and air pollution:** We limit air pollution by minimizing dust, odour and gas emissions through technical measures such as filters. We invest in energy-efficient processes and reduce internal transport emissions.
- **Materials, chemicals and waste management:** We choose, as much as possible, sustainable and recyclable packaging. We further limit the use of hazardous chemicals. Waste is separated and recycled as much as possible. We strive for waste prevention at the source and ensure useful applications for all of our by-product streams. Mulder Natural Foods sends no waste streams to landfill.
- **Water management:** As a zero-discharge site we avoid the discharge of industrial wastewater. Rainwater is captured in buffers and discharged with delay to contribute to improved water management in a water-stressed area. We focus on water saving and reuse wherever possible.
- **Environmental services and advocacy:** We contribute to ecosystems through green-space management, on-site biodiversity and cooperation with local environmental initiatives. We engage in sector and value-chain projects on sustainability and support policy initiatives that contribute to environmental protection.
- **Broader sustainability ambitions:** We strive for the continuous reduction of our environmental impact, encourage environmental awareness among employees and take responsibility for our impact on climate, biodiversity and natural resources. An important initiative is the annual calculation of our CO₂ emissions, for which we aim to obtain more primary data from our partners. Our "Voka Charter Duurzaam Ondernemen" and our "Unitar SDG-pioneer certificate" testify to our broad sustainability ambitions and our support for the 17 sustainability goals of the World Health Organization.

2.2 Data Protection and Cybersecurity

We protect all company and personal data in accordance with applicable legislation and internal guidelines. Employees are expected to handle confidential information with care and to respect the privacy of colleagues, customers and partners. Access to data is limited to authorized persons and systems are protected with technical and organizational measures. We continuously work on improving our cybersecurity and provide awareness-raising on data protection.

3 People

3.1 Ethics and Integrity

Mulder Natural Foods conducts all its activities in an honest, ethical and transparent manner. We maintain a zero-tolerance policy toward bribery, corruption and fraud. All employees and external partners always act in the best interests of the company and avoid conflicts of interest. We foster a culture of trust, openness and accountability in which every employee is aware of his or her ethical role. Our decisions are based on transparency, fairness and respect for laws and regulations.

We expect employees and directors to avoid conflicts of interest or report them immediately if they occur. Personal relationships, financial interests or secondary activities must never influence the company's business interests. Transparency and prior approval are required in the event of potential conflicts.

3.2 Fraud Prevention and Anti-Corruption

We actively combat all forms of fraud, corruption and improper conduct. Employees and partners are required to report suspicions of fraud or integrity violations. We are building a culture of integrity in which ethical conduct is self-evident and in which conflicts of interest and undue influence are avoided.

We also have a whistleblowing procedure. This procedure allows employees and other stakeholders to report suspected misconduct, fraud, ethical violations or breaches of company policy confidentially and without fear of retaliation. Reports can be made via the designated internal reporting channels. All reports are handled quickly, objectively and with respect for the rights of all parties involved.

3.3 Employment Conditions

We offer legally compliant and attractive employment conditions to all employees. These include fair and accurate remuneration, transparent arrangements concerning working hours, breaks and leave, and compliance with collective labour agreements and relevant legislation. We respect the balance between work and private life and provide additional benefits such as seniority leave and, except for consecutive shifts, flexible schedules. We ensure that employees are well informed about their rights and obligations and that employment conditions are applied consistently without discrimination. This information can be found in detail in the work regulations and is also communicated to new employees via an induction brochure and an e-learning module.

3.4 Labour and Human Rights

At Mulder Natural Foods we endorse the principles of the ILO and the ETI Base Code. We attach great importance to respecting and promoting the labour rights of all our employees. Discrimination, harassment and intimidation are not tolerated. We ensure safe and healthy working conditions and

guarantee fair treatment for everyone. Employees have the right to freedom of expression, to organize freely and to participate in collective consultation. In addition, we provide clear and secure reporting channels so that every employee can confidentially raise violations.

3.5 Diversity, Equity and Inclusion

We value and encourage diversity within our company. Everyone is given fair opportunities regardless of origin, gender, age, belief, sexual orientation or disability. Inclusion is embedded in our corporate culture: we treat each other with respect and are open to everyone's contribution. We recognize that differences lead to creativity and innovation. We support employees by making adjustments where necessary and create a working environment in which discrimination and exclusion are actively countered. Employees are encouraged to report discrimination or unwanted behaviour without fear of retaliation.

3.6 Career Management and Training

We invest in the development and growth of all our employees. We offer training opportunities in technical skills and knowledge, safety, quality, sustainability and personal development. We encourage internal mobility and career progression based on talent, healthy ambition and willingness to learn. Every team member has access to training, coaching, development discussions and further development. We recognize that learning and development are essential to the success of our organization and our people.

3.7 Employee Health and Safety

The health and safety of our employees are a top priority. We create a safe working environment, provide protective equipment and raise awareness about prevention. We take proactive measures to prevent accidents and occupational diseases. Employees receive training and information on safety procedures. We regularly assess risks and adjust measures where necessary. There is an open culture around reporting unsafe situations. All incidents are also recorded internally and followed up.

3.8 Social Dialogue

We maintain an open and constructive dialogue with our employees and their representatives. Through the works council, the committee for prevention and protection at work or the trade union delegation we discuss social, economic and safety issues. We encourage participation, cooperation and transparency. Employees are involved in decisions that concern them and have a say in their working environment.

3.9 Community Engagement

Mulder Natural Foods annually supports charities and organizations that share our values. We create engagement by linking our community involvement to physical-activity initiatives for our employees. In this way, we want to give something back to society.

4 Product

4.1 Consumer Health and Safety

Our products are developed and manufactured with a view to maximum safety and quality. We follow strict food safety standards (IFS, BRC) and provide clear labelling with accurate information about ingredients, allergens and instructions for use. We ensure complete traceability from raw material to end product and are prepared for recall actions if necessary. Customer satisfaction and consumer protection are central to our quality policy.

4.2 End of Life of Our Products

We strive for circular solutions for our products and packaging. We encourage our customers to use recyclable packaging provided with clear sorting instructions. We contribute to systems for waste reduction, reuse and raising consumer awareness about proper waste processing. We promote research into more environmentally friendly alternatives and take responsibility for the entire life cycle of our products.

5 Closing Statement

Mulder Natural Foods is committed to actively complying with these policy principles and to continuous improvement. We are building a company in which respect, product quality, sustainability, integrity and inclusion are central for the benefit of employees, customers, partners, consumers and society.

Wim Houf
CEO Mulder Natural Foods