



## **Fazer Group's Corporate Responsibility Policy**

### **Purpose of Corporate Responsibility Policy**

This Corporate Responsibility Policy is a general description of Fazer's approach towards corporate responsibility and of how corporate responsibility is implemented within Fazer Group.

Fazer Group is committed to operating in a responsible manner. For Fazer, corporate responsibility issues are strategic and actively managed as part of the daily work. Corporate responsibility is an inseparable part of Fazer's brand and corporate identity. Corporate responsibility builds trust capital, adds brand value and creates competitive advantage.

Fazer is a responsible member of the community in which it operates and behaves responsibly towards its shareholders, business partners, employees, society and the environment. Fazer's goal is to provide products and services that enable a responsible lifestyle for consumers by offering future-proof products. Corporate responsibility is also seen as a way to provide benefits via resource intelligence.

### **Management of corporate responsibility and the corporate responsibility programme**

Daily work at Fazer is guided by the Corporate Responsibility Policy, the Environmental Policy and the Group's management practices and operating principles, as well as ethical principles that are based on the ten international principles of the UN Global Compact.

Fazer has a corporate responsibility board which consists of senior management members. The role of the board is to develop the Group's responsibility and ensure that corporate responsibility viewpoints are taken into account in business processes. The corporate responsibility board is responsible for annually reviewing compliance with the Corporate Responsibility Policy.

Corporate responsibility questions are addressed as part of the Group's and business areas' strategy processes, and the objectives and actions will be put into practice with the help of management systems. Business area heads are responsible for implementing corporate responsibility practices, instructions and operating models. They set targets and direct work towards meeting them in their respective business areas.

Fazer's corporate responsibility is implemented via the Corporate Responsibility Programme which covers areas such as business, human resources, the environment, products and services, sourcing and stakeholders. Each area of



the Corporate Responsibility Programme contains goals and targets. Fazer Group's Corporate Responsibility Programme guides business areas and countries in implementing the group-level initiatives via their own responsibility programmes. Fazer encourages and supports its suppliers to adopt sustainable practices and follow its ethical principles.

### **Communication and reporting**

Fazer's corporate responsibility reporting is guided by the Global Reporting Initiative. Fazer shares information about its commitments and progress towards corporate responsibility goals with its stakeholders in the Annual Review and in the Communication on Progress report published in accordance with the principles of the UN Global Compact.

Continuous stakeholder dialogue and transparent and active communication are vital elements for enhancing Fazer's reputation and brand value. Fazer participates actively in corporate responsibility discussion.