

QEHS Policy of the Fazer Group



This QEHS policy applies to all Fazer Group companies. This policy supports our company strategy and defines our management's commitment to quality, food safety, environment and occupational health and safety (QEHS) in everything we do. This policy, in addition to its internal use in Fazer, can be used also for external communication and setting requirements for our business partners.

In order to improve QEHS performance we aim to:

Safety First – Occupational and Food Safety

- Ensure a safe and healthy working environment and working conditions to protect and maintain the employees' ability to work, as well as to prevent and avoid accidents at work, occupational diseases and physical and mental health drawbacks.
- Develop a high level of safety culture that is present and visible in our working environment.
- Ensure that our products and services are safe and that food safety is managed throughout the supply chain, from suppliers to customers.

Quality Excellence

- Exceed our customers', clients', consumers', guests' and other stakeholders' expectations.
- Ensure that our products and services always are of high quality.

Take care of the environment

- Manage our environmental risks and minimise the negative environmental impacts.



- Improve resource efficiency by reducing energy consumption and mitigating greenhouse gas emissions, reducing water consumption, using raw materials in an efficient way by preventing waste and loss of raw material and adopting the principles of the waste hierarchy.
- Fazer also aims to prevent the loss of biodiversity.

Comply with regulations

- Follow and, where appropriate, go beyond the minimum requirements set out in national laws and regulations in the countries in which we operate. This includes Group-wide commitments and requirements as well as other requirements and voluntary commitments to which the businesses are committed.

Drive Continuous Improvement

- Have an active dialogue with our customers, clients, consumers, guests and other stakeholders, and consider their expectations in our operations and the development of our QEHS work.
- Identify the areas of our business that have a significant impact on QEHS, manage our QEHS risks and develop our processes and products

to improve our performance and to reduce negative impacts.

- Set objectives and targets for continuous improvement and evaluate progress against these targets.
- Take the needed steps to prevent QEHS deviations, accidents and incidents by systematic hazard identification and risk assessments to minimise, eliminate risks, and improve our performance.
- Perform internal audits and inspections to identify deviations / improvement needs and define actions to improve.

Involve everyone

- Address also indirect impacts by encouraging our supply chain, customers and consumers to act in a responsible way regarding QEHS.
- Make internal and external stakeholders aware of the requirements set out in this policy.

Adequate resources

- Managers and employees need to have adequate competence and resources to execute high-quality operations and services, produce safe products, consider the environmental and safety impacts and mitigate risks covering all Fazer's operations.

Open communication

- We encourage open and honest communication; both internally and externally, to be able to identify risks and opportunities, act quickly on deviations and ensure excellent quality in all our procedures.
- The basis for our co-operation is trust and respect.
- Ensure the QEHS programs are documented.