



Acting for the future.

SUSTAINABILITY POLICY

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This Sustainability Policy defines our strong commitment to protecting the environment, contributing to society and ensuring good corporate governance in our business. It also lays out clear standards, roles and responsibilities in sustainability management at the BRITA Group.





The core of who we are and what we do

Sustainability is at the core of who we are and what we do. We aim to create a positive impact on our planet. Not only as a responsible business but by inspiring change and empowering people to act sustainably in their water drinking habits. As a family-owned company, we think in

generations instead of short-term success. And as a global business dealing with water on a daily basis, we have an inherent responsibility to nurture and care for this valuable and life-sustaining resource. We recognise that our business activities leave a

relevant environmental footprint. And affect the people who come in contact with us. We accept this responsibility and want to do our part to leave a livable planet for future generations. This is why we strive for sustainable growth. To help guide us on this path,

we support the United Nations 2030 Agenda for Sustainable Development and its **Sustainable Development Goals (SDGs)**. We also operate in accordance with the **Ten Principles of the UN Global Compact**.

Sustainability. A top priority for us.

Sustainability is deeply embedded in our strategy. This means, environmental and social aspects are considered in all business decisions. As part of this commitment, we have introduced the Planet Contribution as an additional company key performance indicator. It measures and tracks the impact of our products and business activities and is given the same relevance as net sales and business contribution.

The Executive Board regularly sets and defines ambitious sustainability objectives which go well beyond the legal requirements. When doing so, we consult with various internal and external stakeholders and consider their opinions and needs in the decision-making process. Our objectives are set out in the Sustainability Charter. And we use clearly defined metrics to track our progress.

We are always looking ahead and continuously strive to further improve ourselves. The Executive Board ensures that sufficient resources are available to achieve our sustainability goals in time. It also regularly assesses BRITA's sustainability performance. During these reviews the Executive Board evaluates the progress towards reaching our targets and makes adjustments where necessary. We also use certified management systems

to steer and manage the implementation of actions and achievement of objectives. Finally, we regularly report on our progress both internally and externally. Why? Because we want to be as transparent as possible with regard to our sustainability performance.



A strong framework: our sustainability guidelines.

Developing safe and sustainable products

We strive to develop, produce and sell products that are not only high-quality but also provide a sustainable and enjoyable drinking water experience. We have certified quality management systems in place to ensure compliance with hygiene and quality standards as well as legal requirements. Because safeguarding the health and safety of our consumers is our highest priority.

When developing new products, we consider all phases of the product life cycle. This helps us reduce the environmental footprint of our products and identify opportunities for further improvement. We contribute to a circular economy by developing durable, repairable products. And by promoting recycling and reuse.

Reducing climate and environmental impact

We recognise that our business activities along the entire value chain affect the climate and the environment. With the help of a materiality assessment, we identify the key environmental

topics for BRITA. And we set targets to improve our environmental performance. We are systematically reducing our resource consumption, including the use of energy, materials, electricity and water. We also aim to minimise waste in all parts of our business and recognise the importance of protecting ecosystems and biodiversity. Using a systematic approach, we track our global carbon footprint. And we continuously take steps towards becoming a more climate-friendly company - by minimising emissions not only from Scope 1 and 2, but also in relevant Scope 3 categories.

Ensuring employee safety and well-being

We offer a safe, encouraging and supportive work environment that motivates all employees to bring their personal best to the table every day. In order to safeguard the health, safety and well-being of all BRITA employees, we continuously analyse and reduce risks and hazards in order to prevent injuries and illnesses. Employees regularly receive safety trainings and

we actively promote and measure a health and safety culture to ensure constant improvement of our safety performance. By the way: our health and safety standards apply not only to our own employees, but to everyone working on our premises or in our supply chain. We also offer a variety of self-care activities and programs to foster mental and physical well-being. And we nurture and foster personal as well as professional growth by providing training and career development opportunities to all employees. Because wir sind BRITA. A global Family.

Fostering integral business conduct and protecting human rights

Integral, ethical and values-driven behavior is an essential part of our company culture. Our core values are defined in the BRITA Philosophy. The BRITA Code of Conduct describes the standards and principles we expect our employees to behave by. A cornerstone of our culture is our commitment to the universal human rights as defined by

the UN Universal Declaration of Human Rights and the core conventions of the International Labor Organization (ILO). As a BRITA family, we live and embrace diversity as a driver of innovation and creativity. And we apply the principles of fairness, equal rights and equal opportunity across our entire organization.

Building sustainable procurement and supply chain practices

The raw materials and components we use in our products need to meet high quality, ethical and environmental standards. Consequently, we evaluate any potential supplier's performance on these aspects before making purchasing decisions. We view suppliers as our partners but we also expect them to adhere to the same standards as we do. The Supplier Code of Conduct specifies our expectations. To make sure our supply chain partners live up to them, we regularly audit and evaluate key suppliers. We also have a whistleblower system in place which provides employees,

business partners, customers and other third parties with the opportunity to report suspected compliance breaches. Therefore, we continuously refine our processes and systems to increase transparency in line with and beyond current supply chain regulations.

Creating social impact

We are part of a global community – and we want to give back to it. To do this we support meaningful causes around the world that are in line with our company values. We form partnerships with organisations that make a real difference and can be a strong ally with a clear purpose and goal. To ensure our resources are used in the most effective way, we measure the impact of our contributions. And we regularly report on our activities. We want to be a valuable member of the communities in which we operate and want to create a positive and sustainable impact.



It's a team effort!

This policy applies to all BRITA employees worldwide. Through their own actions, decisions and daily work, they bring our sustainability commitments to life. Managers bear a special responsibility. They act as role models and are responsible for ensuring their team members know, understand and live by

our sustainability guidelines. As leaders they consider environmental, health and safety, human rights and other sustainability aspects in all their decisions. And they encourage their team members to do the same. The Executive Board is the owner of this policy and champions sustainability

in strategic planning and through key initiatives.

This document is provided to all employees and also published on the BRITA website. Its content is regularly reviewed and updated in close coordination with the Executive Board.

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The 17 Sustainable Development Goals (SDGs) were adopted by the United Nations General Assembly in 2015 as part of the 2030 Agenda for Sustainable Development. They are an urgent call for action and provide a shared blueprint for peace and prosperity for people and the planet, now and into the future.

SUSTAINABLE DEVELOPMENT GOALS



The United Nations Global Compact provides a universal language and a business framework for sustainability and corporate responsibility. Its 10 Principles are:

HUMAN RIGHTS

- Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2:** make sure that they are not complicit in human rights abuses.

LABOUR

- Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4:** the elimination of all forms of forced and compulsory labour;
- Principle 5:** the effective abolition of child labour; and
- Principle 6:** the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

- Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

- Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.



The Ten Principles of the UN Global Compact



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