

# SUSTAINABLE PROCUREMENT POLICY

MAN-GEN-0000-PHI-0005

**This policy outlines Dietsmann's commitment to sustainable procurement practices that promote environmental responsibility, social equity, and economic viability.**

This policy applies to all procurement activities across all business units and regions where the company operates.

## Principles:

- Prioritize products and services that reduce carbon emissions, energy consumption, waste, and are produced sustainably. This includes reducing waste, conserving resources, and supporting the use of natural, recycled and/or reusable materials.
- Work only with suppliers who respect Human and Labor Rights, provide safe working conditions, support fair labor practices, demonstrate ethical business conduct, promote diversity and inclusion and contribute positively to the communities they operate in.

## Supplier Requirements:

All of Dietsmann's suppliers and subcontractors are expected to:

- Uphold fair labor conditions, respect for human rights, and safe working environments. Compliance with all relevant environmental, labor, and anti-corruption laws in their operating countries is mandatory.
- Develop and offer innovative products and services that contribute to environmental sustainability, such as energy-efficient technologies, using renewable energies, implementing waste reduction processes and recycling programs, and/or using sustainable materials/resources.
- Provide sustainable packaging and means of transport when feasible.
- Regularly report on sustainability practices, participate in assessments, and be open to continuous improvement in line with Dietsmann's objectives.
- Be transparent about their business practices.
- Favor local sourcing and employment.
- Ensure that their own suppliers respect the same principles and values and regularly monitor compliance with this obligation

## Implementation and Monitoring

- All employees involved in procurement activities receive training on sustainable procurement principles and practices.
- Documents and resources are available internally providing guidelines, expectations and best practices to follow to reach Dietsmann's objectives.
- Suppliers are evaluated on their sustainability performance during the selection process and regularly thereafter.
- Progress on sustainable procurement is tracked through KPIs, regularly presented at the highest governing bodies of Dietsmann, and suppliers are encouraged to meet evolving targets.
- Dietsmann regularly updates its procurement practices and reviews this policy in order to stay aligned with evolving sustainability standards and industry best practices.

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Chief Executive Officer

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