



JDE PEET'S

ENVIRONMENTAL POLICY

[May 2024/ Version 4]

Category: Policy
Global Responsible: Global Operational Excellence Director and Global R&D Packaging Director
Global Accountable: Chief Supply Officer & Chief Research and Development Officer
Version: R04

Classification: Public
Local Responsible: Plant Manager
Local Accountable: Plant manager
Effective date: 14/05/2024
Supersedes: 01/04/2022

PURPOSE

This Environmental Policy sets out JDE Peet's commitment on reducing its environmental footprint, reducing pollution, optimizing resource use, moving towards a circular economy, and promoting sustainability.

POLICY SCOPE

This policy applies to all employees of JDE Peet's.

POLICY

JDE Peet's is working toward reducing the environmental impact of its activities, reducing pollution, and promoting the sustainability of the natural resources upon which it depends, while providing quality products that meet the needs of our consumers.

- JDE Peet's aims at providing high quality coffee and tea brands around the world. We strive to serve our consumers and customers with the best cup of coffee and tea, while being mindful of the environment in our global community.
- Environmental aspects will be built into our continuous improvement processes within manufacturing facilities, and our operating model, and where appropriate ISO 14001 and other environmental management tools will be used. Our environmental management system also ensures constant attention to reducing waste and water usage, optimising natural resources and energy usage to minimise our environmental impact.

We strive to:

- Comply with or exceed applicable environmental legal requirements and JDE Peet's company standards.
- Continuously reduce GHG emissions across our value chain, focusing most effort and investment where the opportunity for emissions reduction is greatest.
- Set and deliver GHG emission reduction targets that are science-based.
- Continuously measure and improve our environmental performance in a sustainable manner, transitioning away from use of virgin resources and towards renewable resources where appropriate, respecting the earth and finite resources.
- Design our waste and packaging waste in line with the waste hierarchy, optimizing solutions in line with end-of-life designation and local waste management capabilities in line with circular economy principles.
- Collaborate with our suppliers and engaging in dialogue with members of our global community to make sound sustainable progress.
- Raise internal and external stakeholders' awareness on environmental impacts.



GOVERNANCE

Our Chief Supply Officer and Chief Research and Development Officer are accountable for deploying procedures and programs with respect to product and packaging design, environmental management and sourcing designed to effectively comply with this Environmental Policy. JDE Peet's has integrated the topic of minimising footprint into its enterprise risk management and business strategy, as specified in our Annual Report.

PROCESSES & PROCEDURES

It is central to our approach to have good visibility to the impact we have, which means understanding our baseline, setting challenging targets, and reporting on our progress on an annual basis. To support this visibility, JDE Peet's will continue to disclose progress against environmental KPIs in its Annual Report.

REPORTING OF CONCERNS OR VIOLATIONS

JDE Peet's encourages a speak up culture. Therefore, we encourage our employees, suppliers and other stakeholders who detect or suspect violations of this policy to raise their concerns. We will review all concerns raised, and where necessary investigate appropriately. Where breaches are found, JDE Peet's will take appropriate actions. Reporting these types of concerns helps our Company proactively address issues and maintains the integrity of our business relationships.

We have multiple channels to report concerns. Anyone who detects or suspects violations of this policy which may be linked with our business may report to their manager or their relevant contact person at JDE Peet's (as applicable), to a local legal and compliance manager or directly to a central Compliance team (Ethics.compliance@JDEcoffee.com), or through [the Speak Up alert line](#).

Our Speak Up alert line is maintained by an independent third-party provider and is available 24/7 online or by phone. Operators are available in various spoken languages.

We do not tolerate any form of threat, (attempt of) retaliation or other action against any person or entity who has in good faith spoken up or assisted in the making of a report.

All concerns, reporting and related information will be treated with appropriate confidentiality and, if allowed by the laws of the relevant jurisdiction, concerns may be raised anonymously.

DOCUMENT HISTORY

VERSION	EFFECTIVE DATE	CHANGES WITH RESPECT TO PREVIOUS VERSION
4	14/05/2024	JDE Peet's coverage, inclusion of packaging and circular economy
3	01/04/2022	Layout, commitment to GHG reduction aligned with science-based target setting
2	21/09/2021	