



JM Sustainability Policy

Our Commitment

Families think in generations to come – just as Julius Meinl when he founded his company 1862. This is why Sustainability is more than just a word for us. We live it and we are convinced it is the only way forward to the future.

Julius Meinl recognizes the right of future generation's needs to meet their own needs and therefore strives to balance economic, environmental, and social criteria in its decisions and operations to achieve sustainable impacts.

Our Sustainability Mission

“We make the world a better place, in small but meaningful steps.”

As an internationally operating business with operations in 55 countries and customers in more than 70 countries we are aware that merely respecting the law is not enough to guarantee sustainability over time. For this reason at Julius Meinl we adhere to the principles of our Code of Conduct, and furthermore firmly adopt the Ten Principles of the United Nations Global Compact in the fields of Human Rights, Labour, Environment and Anti-Corruption¹ and apply them to our business practices and operations.

Our Sustainability Policy guides us in all our efforts to:

- Embed sustainability into our product expertise, service orientation and the devotion to traditional Viennese coffee culture, we provide our customers with.
- It helps us to continue to develop our expertise and services in the field of economic, social, and environmental sustainability to open up new markets and commercial opportunities.

Integrity, honesty, correctness, and respect form the basis of conduct of all those that work at Julius Meinl. Everyone at Julius Meinl understands this and complies with this policy.

¹ 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.



Coordinated by our Sustainability Management and integrated into all relevant departments, Julius Meinl has developed an organisational structure that enables all employees, top to bottom, to pursue its goals and commitments as defined. Appropriate reviews and checks of the present policy will be carried out periodically to monitor and evaluate any actions and impacts regarding sustainability.

We strive to set standards through innovation and we operate in the belief that sustainability is a driver of a continuous improvement process that guarantees results over time while strengthening our economic performance, our reputation and the health and safety of Julius Meinl employees.

Our values are applied to the areas where Julius Meinl economic activities have the most relevant impact on people and the environment:

1. Responsible Employer

- We look after the health, safety and well –being of our employees. We fully respect legal obligations as regards involving employees and have adopted standards and certified processes and procedures to minimize risk and promote well-being.
- At Julius Meinl we care for the equality of people and equal opportunities without any discrimination based on political opinions, nationality, age, sex, sexual orientation.
- We recognise the freedom to join and associate with trade or workers' unions and value all active contributions to achieve the company's targets, wherever we operate.

2. Responsible Business & Sustainability Leadership

- To ensure our business partners are inspired by the same social and environmental principles and criteria that guide Julius Meinl, we request them to adopt practices and conduct in line with our principles and values, as defined in our Code of Conduct and in the UN Global Compact.
- We consider environmental, social and good governance criteria and standards when selecting, qualifying and assessing our business partners, as we believe that maintaining and protecting our reputation is essential to be adequately perceived as an honest and reliable partner by all our stakeholders.
- Julius Meinl respects laws and regulations of countries in which we operate and has implemented measures to combat corruption and illegal practices. We do not tolerate any form of corruption, viewing it as a risk for a sustainable development economy, for good governance and fair business practices. In this regard we raise awareness among all our employees, provide training and develop suitable procedures for prevention.



- We commit to review, measure, and report on our environmental, social and governance performance and to developing realistic targets for improvement of our impacts. We will report periodically on our results against key performance indicators for the goals that have greatest impact on sustainability.

3. Environmental Protection and Human Rights in Supply Chain and Production

- In terms of its business culture, environmental protection and respect for Human Rights is key for Julius Meinl.
- We have adopted environmental and energy management systems, certified according to recognised standards at our production plants, aiming towards continuously improving our performances, reducing environmental impacts and mitigating risks.
- We strive to minimise the environmental impact of our activities, by reducing energy consumption, carbon emissions, water usage and waste production and continuously improve the quality and efficiency of our plants and at convey this to our suppliers.
- We respect Human Rights in all forms and expect our suppliers and partners to do so.

4. Customer Value

- We strive for trusting, long-term relationships with our customers and offer them excellent products and services and at the same time consider all aspects of sustainability.
- From seed to bean or leaf to cup we want to provide excellence and best quality, while taking all aspects of sustainability into regard.
- While cultivating Viennese coffee culture and family heritage, we take our values into the future, by this remaining open-minded and worldly to the ever-mundane spirit and thinking of new beginnings and modernization that will take us into the future of our business.
- We always act consumer oriented and will continuously develop new and improve existing skills to deliver commercially focused, environmentally, and socially oriented products and services that create value for customers.