



# Environmental Responsibility Policy

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## 1.0 Introduction

Environmental responsibility is one of the Kerry Values under Excellence. It is Kerry Group's policy to integrate environmental considerations into all aspects of our business. It is our commitment to be a responsible neighbour and guardian for the environment. Kerry's reputation and manufacturing operations can be negatively impacted by lack of attention and detail to environmental considerations.

## 2.0 Policy Objectives

The objective of Kerry's documented policies is to provide an overview of expectations for business units and employees. No policy can address every situation; employees are to use sound judgment in complying with the spirit of the policy.

In addition, the Environmental Responsibility Policy shall:

- 2.1 Provide guidance to Business Units and employees worldwide as to their role and responsibilities in respect of the management of the Group's environmental impact.
- 2.2 Ensure, at a minimum, compliance with applicable legislation of the countries where we operate.
- 2.3 Ensure good environmental care and sustainable practices.
- 2.4 Deliver continuous improvement in management of environmental issues.
- 2.5 Develop environmental strategies and performance targets for reductions in waste, water, and carbon emissions.

## 3.0 Policy Scope

This applies to all business units and employees worldwide, anyone doing business for or with Kerry Group and others acting on Kerry Group's behalf. Related jurisdictional laws as well as regional process policies may augment this policy; the stricter policy or law applies.

## 4.0 Guidelines

We will communicate and detail how we will achieve the objectives of the policy as contained herein:

- 4.1 Integrating environmental considerations into all development, manufacturing, and distribution practices.
- 4.2 Driving sustainability through the minimisation of waste and efficient consumption of natural resources.
- 4.3 Defining specific objectives and targets to continually improve our environmental performance and sustainability.
- 4.4 Training and engaging our people to support our ambition.
- 4.5 Employing robust systems to minimise the risk of environmental pollution.
- 4.6 Encouraging suppliers and contractors to implement sustainable environmental systems and practices.
- 4.7 Ensuring compliance to applicable environmental legislation and following accepted codes of environmental practice.
- 4.8 Maintaining an effective Environmental management system at each site.

## 5.0 Responsibility

Responsibilities are a critical component of Kerry's commitment to addressing environmental compliance across the business and are contained herein:

- 5.1 The Environmental Responsibility Policy resides with the Food Safety and QHSE (Quality, Health, Safety & Environment) function at Kerry. The Global Head of Food Safety and QHSE has the accountability to revise and update on an annual basis. Business units are responsible for ensuring compliance and implementation.
- 5.2 Kerry's executive management team has overall accountability for the company's environmental performance and sustainability initiatives.
- 5.3 The regional management team (operations and business) is responsible for the overall environmental performance of their operations.
- 5.4 The regional management team is responsible for setting the strategic direction in partnership with regional HSE teams and in alignment with the Global HSE strategy.
- 5.5 Site management is accountable for the overall environmental performance of their facility. Site management is responsible for implementing the environmental strategy and objectives within their operations.
- 5.6 All Kerry employees are responsible for actions and behaviors that drive environmental sustainability.

5.7 All Kerry businesses and facilities shall at a minimum:

5.7.1 Define responsibilities for environmental compliance and sustainability at each level of the operation.

5.7.2 Incorporate environmental responsibilities into each job description.

## 6.0 Compliance

Each business unit will be responsible for putting in place the necessary procedures, structures, communication, training and resources to support this policy.

Employees shall conduct all Kerry business activities in an environmentally sustainable manner. Employees are expected to comply with this and all applicable Kerry policies.