



THE FRANKENBERG CHOICE

Corporate Social & Environmental Responsibility Report

Today's Frankenberg is the result of more than 3 decades of continuous development and growth. And the underlying force that drives us forward is a passion not just for delivering the best quality and service and building a healthy and organically growing company. It's the behind-the-scenes activity that makes Frankenberg truly different.

It's a series of ethics and beliefs that this family owned and run business adheres to and treasures more than any other policy. Some ask us "why?" – why do we spend so much time, effort and resource on ecological policies, seemingly high risk technological investments, social and environmental projects without necessarily having identifiable and clearly linked pay-backs?

As a family run business we do not only care about the economic goals but also for our team and the environment – we are aware of the responsibility we have. Therefore, an honest CSR strategy is deeply rooted within our Business Ethics.

So in practical terms, how do we make Frankenberg different?

It all starts with the people. The dedicated team of wide ranging skills from 43 nationalities who work with us, thrive on the ethics that drive Frankenberg. Part of this is how we care for them and for the wider community. As a family business, our colleague's welfare and that of their families is important to us.

Educationally, we host a Scholarship Program for students looking to build a career in this industry and many of our young people have benefited from this program. We sponsor and support sport therapy classes for our team for their health and welfare. We encourage feedback with our "open door" policy and run a continuous Innovation and Ideas

Competition open to all. On a more fun note, we host a regular Cooking Competition for youngsters at our facility and provide all the materials for this. This type of investment in people is not a requirement, it is our choice. We believe, and it has been proven that, investment in people is both rewarding for them and for us.

As part of the local employment landscape for more than 30 years, we support local charities including providing materials and a location for the local Lions Club youngsters to make jams and marmalades for their fund-raising. The passion we have for investment in the human spirit is what makes those who work with us what we like to call a “Frankenberger”. The choices we make in this field have yielded relationships, skills and resources that you just cannot buy or hire. Once developed, we treasure and support that spirit. The happy result is a contented team and of course, the best products.

 **Food for Life.** Long before organic or chemical free healthy life styles became popularized fads or regimes, and certainly long before regulations demanded it, Frankenberg was driving and demanding ecologically safe and sustainable resources.

This meant not only sourcing the healthiest and most ecologically and morally sustainable product, but looking beyond to localizing where possible. We established long lasting relationships with carefully vetted suppliers so they too meet our demands for care of employees, welfare of animals and of the environment. Examples of what we do include the sourcing of fresh vegetables from a maximum of just 50km radius of our facility on the German/Dutch/Belgian border. Only GMO free products are used in our facility and we only use Free Range eggs. Organically fed poultry is used where possible.

All our fish are, wherever possible, ASC- or MSC-certified. We never use palm oil or any products that contain chemical colorants, flavor enhancers or preservatives. And of course all our products are 100% traceable from Farm to Fork.

We choose to do this not only because it's healthy and tastes better, we believe in it. Food is about sustenance and we are passionate about the intrinsic value that sustainable products

deliver to us as consumers and to the environment as the provider. It's about enjoying healthy food and treasuring the environment that delivers it. Our customers share these values with us.

Producing upwards of 175'000 meals daily uses a lot of energy. We realize the impact this can have on the environment and have invested heavily in energy saving and recyclable policies. Using only the most energy efficient equipment we are always looking to reduce our emissions and our energy impact on the world we treasure.

In 2004 we invested in technology that enables us to recycle the unused energy from our production processes for heating our water. Beside the enormous potential of reusing the waste heat from our refrigeration machinery, we are also keen to realize small increases in our efficiency. As an example for that, we implemented a system, which allows us to reuse the energy from our sauce cooling devices to heat our water. The result of all these steps combined is a 50 % reduction in CO2 emissions and a heating efficiency increase of 35 %. Frankenberg also has a Combined Heat and Power Unit (CHP) installed in 2013. This uses gas for generating both, heat and power that saves significant CO2 emission. We have additionally launched an Energy Management System (EMS), based on the DIN EN ISO 50001 and were certified in 2014. The EMS covers many aspects of environmental care and enables us to track our emissions and to specify energy related goals. One of these goals is the continuous reduction of our water consumption. In the last 10 years, we invested more than 4 million Euro in new technology and cooking methods, which reduced the amount of wastewater from our production processes by more than 65%. Our active water and waste management system has a Climate Protection Certificate for the material flow of paper and cardboard.

We go beyond regulation requirements, choosing to invest as a belief in the benefits a caring for the environment. Even down to the plantation of over 50 additional trees in our parking area!