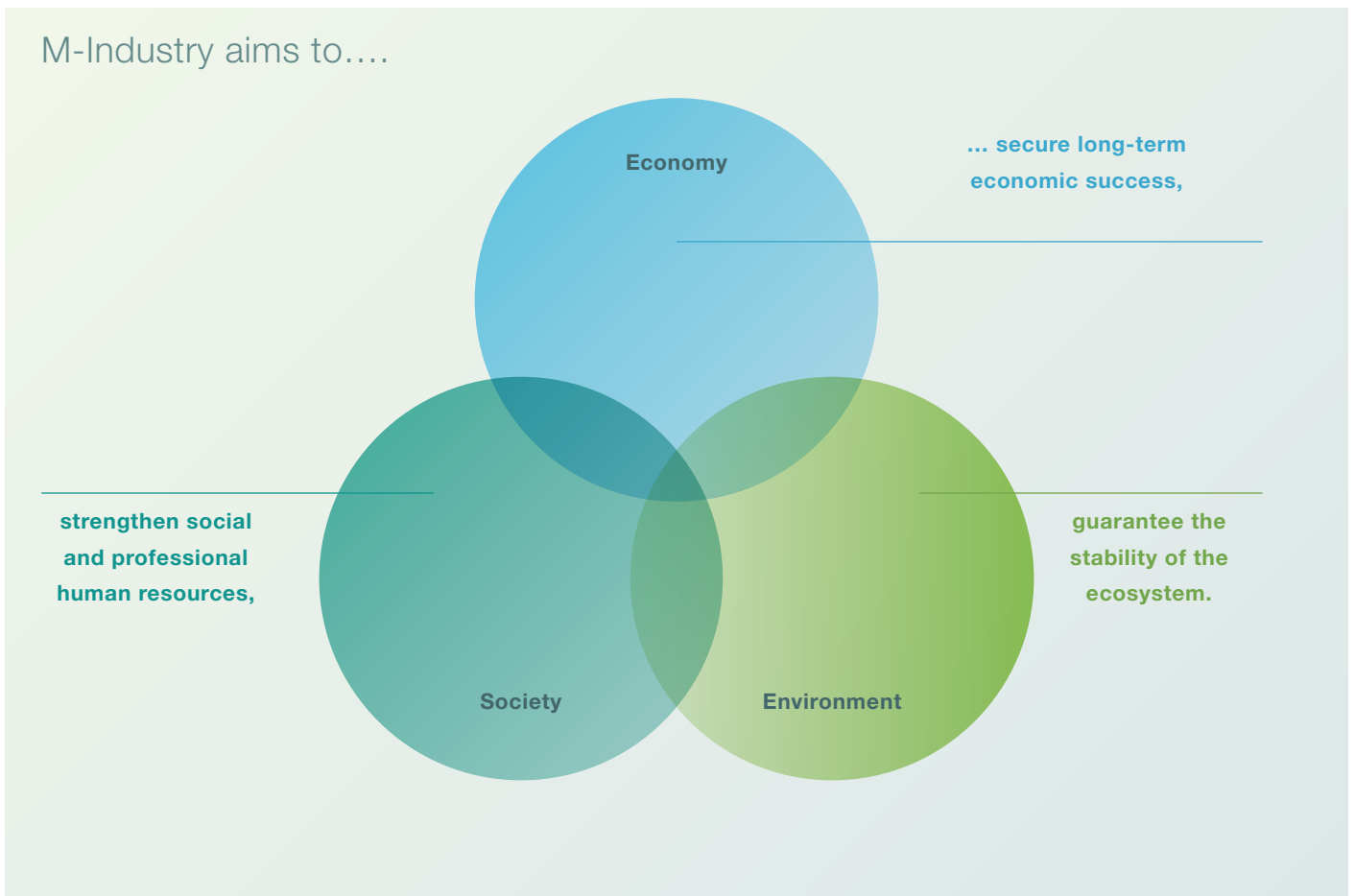
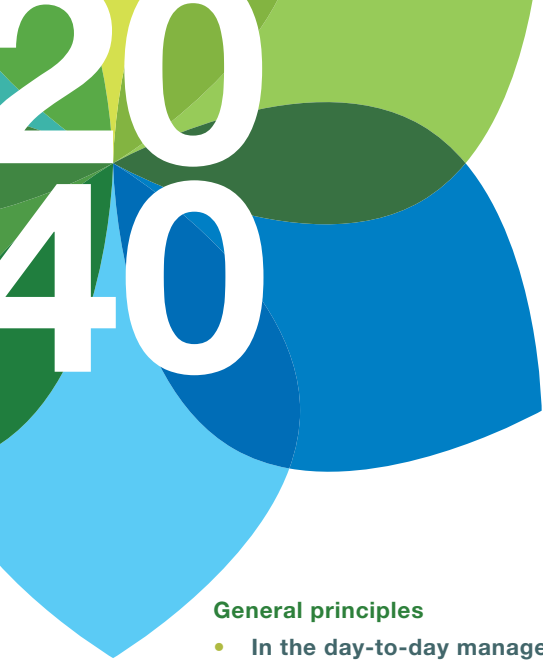




For M-Industry, sustainability means that environmental, social and economic aspects are given equal importance in everyday business. M-Industry bases this understanding on the classic 3-dimension model.





M-Industry's sustainability policy

General principles

- **In the day-to-day management of our business, we create and direct social systems to convert resources into benefits for customers.**
- **To do so, we do not strive to achieve the short-term maximum, but focus on the long-term optimum.**
- **We set ourselves appropriately ambitious longer-term targets which we achieve gradually and consistently. We are happy to be judged by our targets and we encourage dialogue.**
- **We strive for continuous improvement in the area of sustainability.**
- **We follow a systematic sustainability management system in compliance with ISO 14001.**
- **Every employee can make a contribution to the impact of our management system within their own work environment.**
- **We comply with the legal environmental requirements and fulfill our environmental commitments to our stakeholders.**

Specific principles for the three dimensions of sustainability

Economy

M-Industry aims for long-term corporate success. It is only commercial success that enables the continual renewal of an enterprise, financing for innovations and hence ensuring competitiveness. It is only an enterprise which is successful in business that can pay fair wages and offer career prospects. And it is only a successful enterprise that can reliably create benefits and added value for customers. Safeguarding profitability is thus not an end in itself, but a means to an end.

Society

M-Industry offers employees jobs which develop their personalities and are beneficial to their health. We remunerate on the basis of performance, fairly and reasonably. We promote and support basic and continuing training. We strengthen social development and promote the team spirit. The raw materials for our products are manufactured with respect for the environment and animal welfare. We want the working conditions among our sub-suppliers to be correct and fair. We are committed to ensuring that consumers can enjoy our products with a good conscience. The quality of our products should guarantee enjoyment and promote good health. We promote public values such as fairness, integration and equality. In short, we are passionately committed to improving quality of life for our consumers, our employees and suppliers – farmers in particular.

Environment

M-Industry wants to guarantee the quality of life for the present and future generations. We therefore focus our activities on renewable resources, in a way that will maintain and conserve them for the long term. Non-renewable resources are avoided, but if their use is unavoidable they are treated with care and recycled. We regard resource efficiency as an obligation; we are frugal in our use of soil, water and energy. Closed material cycles, which means full recycling, are important to us. Emissions (greenhouse gases, noise, smells, etc.) are avoided, or at least reduced to such an extent that the natural load capacity of the environment is not exceeded. We promote biodiversity and take care of the landscape. For us, commitment to the quality of life of the generations of tomorrow means that we want to ensure that the regenerative capacity of the earth's ecosystem is also safeguarded in the future.