

# Sustainability Policy

## Intergenerational responsibility

The more than 225-year history of our family business has only been made possible by a sustainable approach to our partners. The acceptance of this responsibility towards future generations, the environment and society determines our cooperation with our partners.

In order to meet this responsibility and to further advance the development of our activities with regard to sustainability in our daily work, we have taken the following measures and defined achievements for the future.

### 1. Code of conduct

Our code of conduct must be signed by all partners and suppliers before they are approved as suppliers. Compliance with the code of conduct is checked by our purchasing team in regular audits.

The following topics are dealt with in detail in the code of conduct:

- Payment and working hours of employees
- Prohibition of child and forced labour
- Health and safety standards
- Environmental aspects

### 2. Certified raw materials

Up to the present day we have been purchasing raw materials with the following certifications: Bio, Bio Suisse, Fairtrade and Rainforest Alliance / UTZ. In recent years, we have successfully increased the share of certified raw materials and will continue to pursue this path in the future. These certifications support us in implementing our environmental and social standards with our partners. In addition to the already established certifications, we will target for further national certifications in order to have an answer to questions of sustainability as well as regional ones. In times of globalised trade we would also like to support local cultivation partners and provide additional value on a national level.

### 3. Cultivation partnerships

We believe that a sustainable supply chain is based on long-term purchase guarantees for our partners. This is one way to enable sustainable cultivation practices for products with a

cultivation period of sometimes more than 5 years. To this day cultivation partnerships have been increasingly established in recent years. The cultivation practices of organic farming, such as the renunciation of synthetic pesticides and fertilizers and a broad crop rotation are only the starting point for us. In the future, we would like to establish further certifications in this area as well. The share of goods from cultivation partnerships will continue to grow in the future and give our partners the opportunity to plan for the long term.

#### **4. Supply chain transparency**

The company schütte Herbal Solutions has set itself the long-term goal of ensuring transparency in the supply chain back to the producing farmer and even to the individual plot. We are already working on this future and investing in cultivation partnerships. By doing this we will develop our value chains in the long term and work more closely with producers. This transparency is a first gateway for creating opportunities to assess the true-costs and  $CO_2$  footprints of our products.

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Christian Einicke  
(Geschäftsführer)