



Policy of Sustainable Sourcing of Raw Vegetable Materials, Fish and Seafood



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I Introduction

Responsibility is one of Żabka Polska's values - we are aware of the duties we have to the natural environment, employees, franchisees, consumers and communities that are home to our stores, and so we grow in a sustainable and responsible manner.

The Company aspires to create conditions in which sustainable living that nurtures our planet is possible for everybody every day. We stress our responsibility for the environment. Respect for people, animals and our planet is our guiding principle. Responsible business practices include sustainable sourcing of the raw plant materials, fish and seafood.

The goal of this Policy is to set out the requirements in respect of the certification of raw materials that affect people and the environment the most. These include: coffee, tea, coco, soy, fish and seafood which are present in all Own Brand products.

With a view to limiting the damaging effect on soil, air, water and the climate, as well as human health, we want to be a part of an economy that has a responsible approach to sustainable farming and fishing. We feel responsible in our every-day operations for what we offer our Customers and we know how important it is to be the kind of business that speaks about the actions it takes to improve food products, protect the environment and promote sustainable growth openly and directly.

We want to improve the standard of the products we sell on a continuous basis and promote farming and raw material production that is friendly to the environment and people.

Our goal is to create a production process that no longer has a negative impact on forests, soil, water and animals and to ensure that the human rights of production workers are respected by creating decent working conditions and combating child labor.

The following certificates confirm that the Own Brand range suppliers support the above-discussed assumptions:

- Rainforest Alliance 2020
- RTRS (Round Table on Responsible Soy)
- ASC (Aquaculture Stewardship Council)
- MSC (Marine Stewardship Council)
- BAP (Best Aquaculture Practices)

Section 1 Policy Purpose and Scope

- 1.1. This Policy sets out uniform norms and procedure in respect of Own Brand Products offered by Żabka Polska to the extent concerning coffee, tea, coco, soy, fish and seafood.
- 1.2. The rules of conduct set out in the Policy apply to the Company.

Section 2 Definitions and abbreviations

- 2.1. **Policy** → this Policy relating to the sustainable sourcing of raw vegetable materials, fish and seafood.
- 2.2. **Biodiversity** → is the variability of life on each level its organization. It includes the variability of genes, species and ecosystems.
- 2.3. **Sustainable growth** → is a trend promoting a reasonable use of resources where they are sufficient to ensure the prosperity of the now living generation, as well as any future needs.
- 2.4. **Rainforest Alliance 2020** → a certification program that defines requirements for farms. It was created as a result of a cooperation between two organizations: UTZ and Rainforest Alliance Certified.
- 2.5. **RTRS (Round Table on Responsible Soy)** → it is an international certification program for sustainable soy farming and social responsibility in the soy sector.
- 2.6. **ASC (Aquaculture Stewardship Council)** → it is a certification program for sustainable development and traceability in the fishing industry.
- 2.7. **MSC (Marine Stewardship Council)** → it is a certification program designed to ensure that fish come from sustainable fishing and legal sources, and that they are correctly tagged.
- 2.8. **BAP (Best Aquaculture Practices)** → it is a certification program for hydroponic systems for seafood that addresses environmental and social responsibility, animal welfare and food safety and traceability.
- 2.9. **Supply chain** → it is a sequence of processes/ steps that raw materials go through from the original producer to the end producer.
- 2.10. **Own Brand Products** → products offered to consumers under the Żabka Polska brand, understood as products manufactured by a given supplier, with qualities specified by Żabka Polska, put in a packaging specified by Żabka Polska and bearing a trade mark specified by Żabka Polska, with all intellectual property rights to such a trade mark held by Żabka Polska.
- 2.11. **Żabka Polska, Company** → Żabka Polska sp. z o. o.

Section 3 General rules

3.1. This Policy is design to ensure that the Company's goal is met, namely the impact on ecosystems is mitigated through the production of Own Brand Products with the use of certified raw materials and products only (coffee, tea, coco, soy, fish and seafood).

3.2. Irrespective of the provisions of section 2 above, the Company expects to fully eliminate non-certified raw materials and products (coffee, tea, coco, soy, fish, seafood) in the Own Brand Products offered by Żabka Polska.

3.1. The Company's goals:

Coffee

- 01.2023 - coffee with the Rainforest Alliance 2020 certificate in Own Brand Products

Tea

- 01.2025 - tea with the Rainforest Alliance 2020 certificate in Own Brand Products

Coco

- 01.2025 - coco with the Rainforest Alliance 2020 certificate in Own Brand Products

Soy

- 04.2023 - soy with the RTRS certificate in Own Brand Products is which soy is the main ingredient
- 01.2024 - soy with the RTRS certificate in Own Brand Products is which soy is an ingredient of additives
- 01.2025 - soy with the RTRS certificate in Own Brand Products which contain meat from animals raised on feed containing soy

Fish and seafood

- 04.2023 - fish and seafood with the ASC/ MSC/ BAP certificate in the Own Brand Products

Section 4 Detailed rules

This Policy defines the following key rules for sustainable production of coffee, tea, soy, coco and sustainable sourcing of fish and seafood in the rage of Own Brand Products offered by Żabka Polska.

- **education and dialog with business partners** who supply the Company's Own Brand Products, addressing sustainable farming and fishing, as well as encouragement of the partners to take steps in this direction;

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- **support for responsible producers** - setting appropriate time frame for the certification as a purchase condition;
- **standing by the rule of certified raw materials** (coffee, tea, coco, soy and fish) in Own Brand Products;
- continuous education of Employees, Partners and Franchisees in respect of the preservation of biodiversity of raw materials;
- **education of consumers** in respect of biodiversity, promotion of informed shopping decisions;
- verification of certificates held by individual links in the supply chain in respect of Own Brand Products.

Section 5 Policy update and review

- 5.1.** The Quality and Food Norms Management Head ensures that the Policy complies with generally applicable laws and verifies potential irregularities in the enforcement and implementation of the Policy.
- 5.2.** The Procedure is periodically reviewed and - if necessary - updated accordingly to ensure that it complies with applicable legal regulations.
- 5.3.** The Policy is reviewed and updated by the Quality and Food Norms Management Head at least once every 12 months.

Section 6 Final provisions

- 6.1.** This Policy was adopted by the Company Management Board on July 13th, 2022.
- 6.2.** This Policy enters into force on July 20th, 2022.

