

## Corporate Guideline, Mission, Quality & Food Safety Policy

As part of our 2030 strategy, we have outlined our mission for the Silesia Group through the following 8 strategic guiding principles:

- As Flavor Experts with deep core competence in food and beverages, we are growing faster than the market.
- Sustainable profitability enables long-term investments in our global corporate structure.
- Our holistic service mindset as well as our dedication to flavors creates true added value for our customers.
- We are extremely agile, flexible and customer centric - Silesia's fundamentals for a long-term partnership
- Continuous research and development paired with global market and product expertise are the essentials for our innovation strength.
- Our attractive portfolio reflects the latest trends and market demands.
- We are proud of our passionate and high performing employees – Silesia's DNA!
- As a family business, social and environmental responsibility is always foremost in our minds.

Together with our "Corporate Identity," which includes the value framework of our company, our 2030 mission sets out the strategic priorities and directions as the foundation for our future business success.



Clemens Hanke

As part of our strategy, we assume comprehensive responsibility in the following areas:

## The right strategic position

The market for flavours is becoming more and more competitive. Development in the demanding industries is defined through concentration in global dimensions. The pressures of cost and time are increasing. Only highly-specialized niche suppliers and real “global players” have any long-term chances of surviving in our industry.

Experience teaches that “the big eat the small”. Niche suppliers live comfortably but in an endangered way. Global players have an intense pressure of competition but can move in any of the relevant global markets, collecting more know-how, researching and developing more effectively.

Silesia is already too large to be a niche supplier. The time is right to progress step by step along the route we have recognized to be right.

## Responsibility for commercial success

We will justify the trust of all those who rely on us, the partners of Silesia, employees and their families, the business associates and the public, by generating pertinent sales and increasing our quality. The long-term future security of Silesia takes priority over maximizing short-term profits.

## Social responsibility

We are conscious of our responsibility to society and accept it.

We will focus on our actions on this responsibility when new scientific and technical findings are transferred into operational practice.

We weigh up the risks carefully and responsibly for all activities, procedures and products.

Therefore, we will be a reliable and open company for society. Our company performance should contribute reasonably to the development of the economy and society.

## Responsibility for environment

Because of the fact that our environment is more endangered than ever before, regard for ecological principles forms an important requirement for our activities.

We are developing our products and procedures in such a way that they fulfill their purpose safely and with the lowest possible strain on the environment.

We use natural raw materials and energy as sparingly as is ecologically and economically reasonable. This means we continuously try to reduce waste in any form and avoid it wherever possible. Unavoidable residue is disposed of safely or recycled in line with the latest techniques.

## Responsibility and commitment to quality, authenticity, legality and food safety

We take our commitment seriously to create and produce legally compliant and authentic products in their specific quality and in awareness of our responsibilities to our customers as well as in accordance with all requirements imposed by the authorities and legislation.

We attach great importance to our constantly high product quality as well as the efficiency of our services.

We have established a Food Safety Management System according to the BRC Global Standard for Food Safety and promote the implementation of the requirements of this standard as well as processes for the continuous improvement of our food safety and quality management and thereby the improvement of the quality and food safety culture within the company.

By applying our HACCP plan and the supporting prerequisite programs implemented therein, our food defense system, our measures against food fraud and the ongoing continuity of our food safety culture, we contribute daily to effective consumer protection.

In close customer contact, we advise and assist our customers in food law questions and arrange for the application and declaration of our products in compliance with food law.

## Corporate guidelines of SILESIA :

### **1. Object of our enterprise**

We are specialist for flavours.

The object of our enterprise is to develop and produce flavours for the entire food and semi-luxury food industry. Our enterprise is geared to the requirements of the market and of our customers. We are advisory and service partner for our customers – from the product idea to the solution tailored to suit the market need and its realization.

### **2. Competence**

We are in a leading position thanks to our know-how.

Our supplies and services are in line with the market, technologically leading and economical. By offering safe problem solutions that are easy to apply and environmentally friendly we provide excellent quality at reasonable prices. We respond to customer requests in a fast and flexible manner. Flexibility is our strength.

### **3. Strategy**

We act methodically and consistently.

We observe, analyze and therefore know our market segment and our market position. So we are able to clearly define our business fields and can work the market both proactively and methodically in order to take advantage of our market opportunities.

### **4. Presence**

We are active on an international scale.

Our goal is to be present worldwide particularly in those places where it is economically reasonable for us. To this end we systematically expand the individual corporate divisions.

### **5. Ethics**

We are a fair partner.

Our business relationships are to be fair and they shall be based on mutual trust and honesty. We strive for long-term solid relations.

### **6. Social habit**

We are committed to common welfare.

We attach importance to a sound cooperation with authorities and public institutions – for the benefit of the country in which we work, on behalf of people and to the advantage of our enterprise.

## **7. Environment**

We take environmental protection seriously.

The responsibility for ecological preservation means for us that an important task is to continuously improve our ecological level.

## **8. Employer**

We develop employees.

The employees turn our company into the enterprise it actually is. Therefore, we do our utmost to encourage and support their vocational and personal development. Only where – by informing them adequately – they are enabled to actively participate in the corporate affairs, we can in the long run create a positive, creative and motivating working atmosphere.

## **9. Employees**

We all do our best.

We expect our employees to have a high professional and personal qualification, a positive work attitude, interest in a continuing further development and the respective performance. Therefore, our employees are paid by giving fair consideration to our high expectations and their performance rendered and they are provided for by adequate provisional measures. Occupational health and safety is of utmost significance.

## **10. Leadership**

We sweep the stairs from top to bottom.

The entrepreneurial success is decisively pushed by our executives and specialists. Accordingly, we expect them in particular to notably identify with the vision and the values and objectives of the enterprise. They need to be flexible and open to innovations; their leadership is characterized by cooperation and cost awareness and they act as role models.

## **11. Objective**

We generate profits and we invest.

We need to obtain adequate profits in order to be able to invest. This is the only way to secure our existence and market position in the long term, to further develop and to have the capital employed carry a reasonable interest.

## **12. Corporate credo**

We want to stay independent.

Whatever happens in the enterprise – it is all meant to contribute to the protection and strengthening of our entrepreneurial freedom of action and choice within our market.

To support this objective we have established and implemented a quality-, food safety-, energy- and halal- management system as an integrated management system, which is supplemented by guidelines on corporate social responsibility.

We take our commitment seriously to constantly enhance the effectiveness of this integrated management system in order to be able to sustainably meet the demands which customers, authorities and other interested parties make on us. The quality-, food safety- and energy management system is documented in the Food Safety, Quality and Energy Management Manual. Our halal policy and the specific description of the halal management system are laid down in our halal manual. Regarding our activities belonging to corporate social responsibility we refer to our ethics policy, anti-corruption directive, sustainability policy, environmental policy and health & safety policy as well as our code of conduct for supplier.

All employees are obliged to proactively cooperate by complying with the procedural sequences, which are described in the process instructions (PRO), standard operating procedures (SOP) or other documents in order to realize the implementation of the quality- and food safety policy, energy policy, halal-policy and further corporate policy's.

Furthermore, every employee is requested to report to the designated bodies any obstacles or deficiencies interfering with the implementation of the corporate policy, to submit concerns relating to quality, legality, authenticity or food safety by the confidential reporting system and/or submit modification proposals.