

# Nomad Foods

## NOMAD FOODS SUSTAINABILITY POLICY

### SCOPE:

This policy covers all Nomad Foods' products and all brands. This document replaces all previous policies in respect of the management and communication of our position on and continued development of sustainability.

We are a Mergers and Acquisition focussed business and as such all new acquisitions will be aligned to this policy as a matter of integration activities.

### PURPOSE:

Nomad Foods is Europe's leading frozen foods company, operating across Europe. We continuously review and shape our position to mitigate supply chain risks, working daily to meet or go beyond relevant legal and regulatory, ethical, environmental, social, and health and safety obligations.

This policy describes our current position for areas related to sustainability. As with all policies we reserve the right to review this policy in line with ever changing customer and consumer expectations.

### POLICY:

We always seek to source, manufacture and sell our food to consumers responsibly and for the long term. Our sustainability programme reflects our commitment and continuous search for improvement. We also encourage all our suppliers to have or work towards a culture of continuous improvement.

We do this by:

- Meeting all relevant food and safety regulations.
- Upholding international sustainability standards.
- Leading, managing and reviewing our approach, regularly assessing progress.
- Reporting progress annually through the Nomad Foods' Sustainability Report.

### Our Sustainable Path

Nomad Foods' sustainability framework is based on the concepts of materiality and salience and aligned with the UN Sustainability Development Goals (SDGs). It consists of three pillars, securing an "oceans to plate" and "farm to fork" approach:

### **Good Sourcing:**

- We focus on sustainably, responsibly sourced fish and seafood and our sustainable agriculture farming standards are expanding from regional practices to global standards.
- We are committed to ethical trading, sourcing and procurement, upholding fundamental international standards that protect human rights. We are committed to require all suppliers to comply with applicable human rights laws and regulations.
- We comply with all relevant environmental laws and regulations and we expect all suppliers to do the same.

### **Good Nutrition:**

Every day people serve our food to their families. We want to inspire them to eat a more balanced diet and live healthier lifestyles.

- We continuously improve our product portfolio, applying a nutrition strategy informed by an independent Nutritional Advisory Board and assessing all products using an externally verified Nutrient Profiling Tool.
- We assess any new product development to drive higher sustainability across the portfolio.
- We empower consumers to make their own decisions, communicating the nutritional values of our products in a relevant way on pack.

### **Good Operations:**

We recognise the importance of reducing the impact our operations have on the environment and will set strict reduction targets to ensure we reduce carbon emissions.

- We consider the total packaging system when designing packaging, recognising packaging plays an important role in terms of food safety, securing shelf life, convenience, communication as well as sustainability. We minimise packaging material use. We work towards making all consumer packaging material recyclable and prioritise packaging material from sustainable origin.
- We believe that our people make the difference and make sure they have an active voice through the 'Our Voice' employee survey. Sustainability is important for our employees and we involve them in the work and encourage them to live our values every day.
- We actively work to engage with and add value to the broader communities we operate in, while contributing to our wider sustainability agenda. We encourage our local businesses to support social causes in their regions, engaging at a local level.