



WE'RE ON A JOURNEY SUSTAINABILITY POLICY



THE COMPANIES AT THRIVE FREEZEDRY

SUSTAINABILITY POLICY

THRIVE FREEZEDRY is a specialist in freeze-dried ingredients. We partner with major industrial food businesses and creative start-ups. We supply them with a comprehensive range of natural, untreated dried herbs, vegetables, fruit, spices and speciality products. We use highly advanced drying processes and work with suppliers from all over the world, some of them for over 40 years. We understand that our food forms part of a natural cycle and we are conscious of our responsibility to people, the environment and the climate.

Through our sustainability policy, we set internal targets, create instruments and make the direction of our business clear to our partner businesses, employees and customers.

3 PILLARS, 1 GOAL. SUSTAINABILITY.

For us as a company, sustainability means always looking at the whole picture. Our sustainability policy is built on three interconnected pillars: social, economic and environmental.

SOCIAL

In a globalised labour market, we are committed to responsible, ethical partnership and are SMETA certified. Ensuring that food producers are paid fairly for their work doesn't just prevent exploitation – it also enhances sustainability. We foster social cohesion through long-term partnerships and stand side-by-side with our partners.

We offer our staff flexible, family-friendly working hours, we provide training and we support our staff in accessing more advanced educational opportunities. We cultivate an open-minded corporate philosophy and work closely with the works council.

ECONOMY

We've always aimed to run the business in a financially sustainable way, ensuring that future generations have something to build on.

That includes continuously evolving the business so we're positioned to meet future challenges.

ENVIRONMENT

Plant-based foods are the cornerstone of our business. That's why farming with a focus on the environment – at every level – is so important to us. Protecting and continuously reducing our impact on the environment in harmony with people and nature – these are key strategic goals that underpin everything we do.

More specifically, this means that, through our processes and systems, we aim to:

- **give rise to lower emissions in the air, water and soil**
- **use less energy**
- **reduce waste of all kinds**
- **reduce the amount of materials used**
- **give preference to renewable resources over finite resources**

By doing so, we aim to play our part in mitigating climate change, preserving biodiversity and protecting our ecosystems.

TURNING THEORY INTO PRACTICE. OUR STRATEGY.



Through our environmental management system we take a strategic approach to sustainability. It's all very well putting together an environmental strategy, but what counts is the effectiveness with which you put it into practice. That's why we have a dedicated environment team.

The team combines expertise from a range of disciplines to utilise potential and develop processes. The effectiveness of our environmental management system is analysed through regular internal audits and management reviews.

MEASURING UP TO OUR GOALS. OUR COMMITMENT.

So how well does our company do in terms of sustainability and environmental protection? Where can and must we do better? What needs to happen for this to occur? We have run the analysis and identified essential requirements that our environmental management system needs to meet. To meet these requirements, we have integrated environmental management system objectives into our business processes.

PROVIDING THE RESOURCES NEEDED

We commit to ensuring that the environmental management system is able to achieve its intended effect and meet its specified objectives.

ENVIRONMENTAL LEGISLATION – A BINDING OBLIGATION

For us, meeting our environmental obligations is the minimum requirement. We aim to exceed legal requirements wherever it is financially viable to do so.

ACTIVE EMPLOYEE PARTICIPATION

We view protecting the environment as the job of every single staff member and as a continuous process spanning every department and at every level of the company. Using appropriate forums and actions, we empower every staff member to actively participate in protecting the environment. We encourage our staff to put environmental principles into practice and integrate these principles into their work.

DIALOGUE, INFORMATION AND OPENNESS

We aim to engage in a continuous, dispassionate dialogue with government agencies, customers, suppliers, service providers, neighbours and the general public, and to keep them informed about all we are doing to protect the environment. We strive to put ideas, suggestions and requests made by people or organisations with an interest in our activities into practice. We publish our environmental policy on our intranet. It can also be accessed by external interested parties and is available in document form.

Approved by the management team on December 01, 2025


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Managing Director


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Managing Director



You can find more information on sustainability and other initiatives at THRIVE FREEZEDRY at:

www.freeze-dry-foods.com/en/nachhaltigkeit

www.gefriertrocknung-greven.com/en/nachhaltigkeit

www.groco-food.de/unternehmen



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Freeze-Dry Foods GmbH, Gefriertrocknung Greven GmbH, 1 PLUS-Produkte Handelsgesellschaft mbH and Groco Food GmbH are part of THRIVE FREEZEDRY, world leader in freeze-dry, with more than 2,700 employees at locations in Europe, the USA, Latin America and Asia.