

EUROPEAN PIZZA GROUP

COMPANY POLICY

To delight people (with convenient and tasty solutions) is at the heart of everything we do, it is the driving force behind all areas of our business, and it is embedded in our values and at the core of our culture. Our vision is to become the first choice for our consumers with our products and brands. By cooperating with our employees and business partners we strive to continuously improve, we set high standards concerning quality, taste, nutritional value, sustainability, and innovation.

At EPG we **take responsibility** for human well-being, for our society and for the world which we live in. We improve the quality of life and contribute to a healthier tomorrow.

We enable people to live a healthier, happier life by continuously improving our products.

- The **safety and health** of all people who work with us - from employees to business partners and consumers at home - is our number one priority. Every employee shall return home as safe and healthy as when they arrived at our factories. We improve working conditions and processes, making them safer and more ergonomical. We challenge all our routines and keep work safety a key focus for all new investments. Constant fostering of high health and safety awareness is a core part of our company culture.
- We contribute to preserving our planet for future generations by **continuously improving the ecological footprint of our activities**. The time to act is now, protecting the environment cannot wait. We are focused on fighting climate change. It is our responsibility to shape the future and preserve a vital environment and to save natural resources for future generations. Our own impact needs to be as small as possible. While already using state-of-the-art technologies and equipment, we always strive to further improve their sustainability as well as to reduce the consumption of energy and other resources. In some of our production sites we already use 100% green electricity. All of our sites have annual targets to reduce waste. Our target is to become climate neutral by 2050.
- The **consumers** have the final decision and their trust in us is crucial for our success. We are aware of that and take responsibility. We put every effort into ensuring the quality of our products and into meeting our consumers' expectations for taste, nutritional value and food safety. The legal requirements are only a starting point for us, which we build on with additional requirements, tests and quality assurance routines, including measures for food defense and for preventing food fraud. **Quality is at the heart of everything we do.**
- **Motivated and highly qualified employees** are our best and most important success factor. Close to 2.000 employees ensure superior products with highest quality every day. We continuously develop the individual skills of each employee as well as the understanding and responsibility for their working areas. We at EPG are a strong community and we stick together.

We underline our commitment by being certified for ISO 9001 / 14001 / 45001 and 50001 at all our production sites. Company management is fully supportive of these certifications and pledges to assign the necessary resources to uphold these standards.

We build strong networks and supply chain relationships and we support the local communities in all areas that are touched by our business activities.

- Social responsibility, especially for our local communities, is a core value for us.
- Wherever we produce, we are a key employer with an important local contribution.
- We invest in our production sites and in the people who bake pizzas with us day by day. We create jobs and connect with young people.
- We support and finance local charities which support local clubs and associations.

Full compliance to legal and internal requirements is the base for all our business activities.

EPG encompasses subsidiaries such as Original Wagner Pizza GmbH in Nonnweiler, Germany, and EPG Italia S.p.L in Benevento, Italy. We have two production sites, one in Germany and one in Italy, with close to 2.000 colleagues working for us every day. We continue to work closely with our Joint Venture partners to leverage synergies. In contract manufacturing we strive to exceed our customers' expectations and to be a reliable long-term partner.

Innovation for us means to combine tradition and current trends, time proven concepts with promising new ideas. This way we can continuously improve - this is our goal, and always will be.

Our occupational safety and food safety culture, as well as our awareness of energy and environmental aspects, is embodied by highly motivated and reliable employees who strongly identify with the company. Through transparent and thorough communication, we foster the collaboration with our business partners, ensure our economic success and enable future investments. EPG is well placed to address the future. With real passion we all focus on baking the best possible pizza as one team. This way we outperform our competitors and will always be even better tomorrow than we are today.

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Original Wagner GmbH
Once Wagner – always Wagner



EPG Italia S.p.L
since 1827