

MANTINGA
GROUP

SUSTAINABILITY
STRATEGY
2023



We are
FAMILIE
business

The largest producer
of bread, snacks and
frozen products in the
Baltic States

We have 1,000
different products in
our assortment, and
we export to almost
40 countries



Being **CREATIVE BAKERS**,
we increase **EMPLOYEE**
satisfaction, create **VALUE** for
the customer, and **GROW**
efficiently and sustainably



Sustainability already in our DNA

Bread on the Lithuanian table has always been respected, we maintain this respect and now by promising ourselves and the whole world in the name of our future to continue to **produce and consume our products responsibly**.

We are big, we understand the need to take responsibility, for this reason **we set sustainability goals**, which we started to achieve in 2022. We have identified the most relevant topics on which we will concentrate our efforts. **We actively integrate sustainability** goals into the company's overall strategy and daily actions.

In the future, **we hope to become an example of sustainable business** and further expand our sustainability boundaries.



We are inspired by the determination of Europe and the rest of the world to grow responsibly. For this reason, we strive to grow in accordance with the "**UN Sustainable Development Agenda 2030**" adopted by the heads of state and government in 2015. Even our sustainability goals can be linked to the **10 goals of the UN agenda**.

We also adhere to the "**European Green Deal**", which is why we apply the principles expressed in the EU strategy "**From Field to Fork**" and aim to replace the current EU food system with a sustainable model by continuing to produce safe, nutritious, high-quality products, while having as little negative impact on nature and people as possible.



When, if not **now**?
Who else, if not **us**?



3 MAIN THEMES OF THE SUSTAINABILITY STRATEGY

ENVIRONMENTAL PROTECTION



Responsible raw materials, CO₂e emissions, responsible management of waste and packaging

EMPLOYEE WELFARE



Safe working environment, good microclimate

ETHICAL GOVERNANCE



Information disclosure, ethical and transparent governance



ENVIRONMENTAL PROTECTION AND CIRCULARITY



GOAL:

Ensure the use of „responsible raw materials“

We take a broader view of our responsibility. We want to gradually express **higher expectations for our raw material suppliers**, not only in **terms of quality**, but also in terms of **environmental protection and human well-being**. By choosing suppliers of raw materials responsibly, we will also become more resistant to risks.

Until 2030 we will aim for the 10 main raw materials used in production to meet the definition of "**responsible raw material**". This means that the supplier will have to be certified by a European-recognized and accredited certification that relates to environmental and/or social and/or economic sustainability aspects and have a GFSI (Global Food Safety Initiative) recognized certificate, plus the supplier will have to sign our "Supplier Code of Conduct".

OUR GOALS



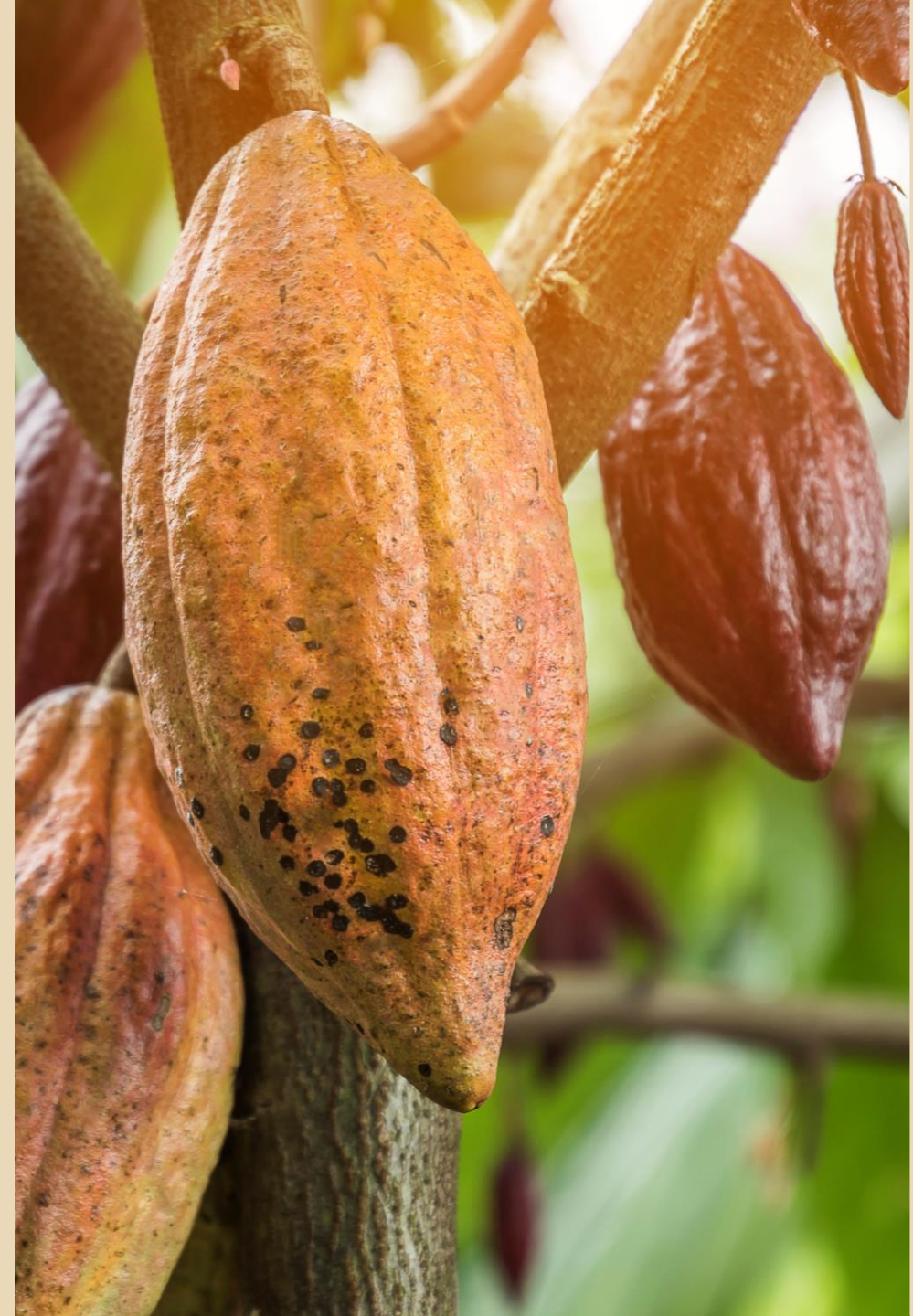
100 % RSPO
palm oil from 2023



100 % RFA cocoa
from 2025



100 „Happy Hens“
eggs from 2025



Environmental
protection and
circularity



GOAL:

Decreasing CO₂^e emissions

The **industrial sector in Lithuania**, according to the information provided in the National Greenhouse Gas Emissions (hereinafter - GHG) accounting report, **in 2021 generated 14% of the country's total GHG**. Energy and transport generate an even larger share of the country's total GHG. In order to achieve common changes, **we too must take responsibility** and take action.

Until 2030 we will aim to **reduce CO₂^e emissions** by as much as **55%** (compared to 2018), and in 2050 to become a "carbon neutral" business (scope I and II).

Lithuania has set a lower goal (by 2030, 32.8% lower emissions for the non-ETS sector compared to 2018), but the "Mantinga" group of companies wants and can meet more ambitious European goals and show leadership and determination in this area.



We use 100% renewable electricity in our Lithuanian factories



Environmental protection and circularity



GOAL:

Say no to food waste!

Food waste has a huge impact on the environment and people. Food waste creates a large GHG footprint, wastes natural resources, etc., so not wasting food can help contribute to climate change mitigation and security of food supply chains.

We aim to reduce the amount of production residues by 20% by 2030 (compared to 2022), i.e. we will manage scraps, crumbs, non-liquids, vegetable waste, etc. even more efficiently. The company aims to reduce food losses in the production and supply chains as specified in the 2008/98/EC Directive.

We already transfer our biodegradable waste to biogas production, **but our priority is one - food must become food, not waste.**



Biodegradable waste is used for biogas and biodiesel production



*In 2022, approximately **63 tons** of production were **donated** to the "Food Bank"*



Environmental protection and circularity



GOAL:

Sustainable packaging

Currently, **90%** of our **single-use packaging** is already **recyclable**, but we aim to make it all **100% recyclable by 2030**.

Also until 2027 we will aim to **reduce the amount of packaging raw materials** used in our production **by at least 5%**.

One way to reduce single-use packaging is to optimize its size: thinner, narrower, fully filled packages are used. We also work on the proper management of waste generated in the packaging process - reducing the loss of packaging raw materials, we aim to avoid large amounts of packaging scraps, which contribute to the total amount of plastic waste generated.

OUR GOAL



100% FSC certified paper and cardboard from 2023



Environmental protection and circularity

6 CLEAN WATER AND SANITATION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE





EMPLOYEE WELFARE



GOAL:
Safe workers

We have set out and incorporated into our sustainability strategy our ongoing **goal of reducing accidents**. Of course, the goal is to have no accidents at all, but we understand that achieving this goal is a journey, so every year we will keep pushing ourselves harder and working towards it. In 2023, we set a goal that the total number of accidents per 100 employees would not exceed 1.9.



Employees are insured against accidents 24/7 worldwide



COME TO WORK REFRESHED – LEAVE IT HEALTHY!



Employee welfare



GOAL:

Increasing employee satisfaction

Improving employee satisfaction is one of our sustainability goals. Every year we will measure and evaluate microclimate and eNPS (The Employee Net Promoter Score) indicators, setting higher and higher goals.

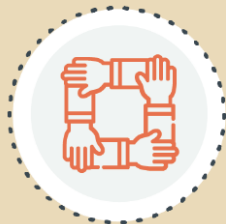
From 2023, we will aim to maintain the microclimate score no lower than 7.5, and the eNPS score should be no lower than 8.84, when the average eNPS score of Lithuanian companies is 7.

After each survey, we conduct detailed analysis, create action plans and ensure their implementation, focusing on areas where scores are lower than the overall group average. In addition, we constantly provide free meals and drinks to production workers, as well as summer camps for their children, etc.



Employee welfare





TRANSPARENT AND ETHICAL GOVERNANCE



GOAL:

Information sharing

We are committed to maintaining the **dissemination of company information both internally and externally**. We use several different channels for communication within the company, and an **annual conference** is organized every year, during which the most important changes that have taken place in the group of companies during the year, the achieved results and plans for the next year are presented to the staff.

We will also start voluntarily publishing our sustainability report in the public space from 2023. We want to share our journey towards sustainability with everyone, revealing the impact and change each year.



Transparent and
ethical governance



GOAL:

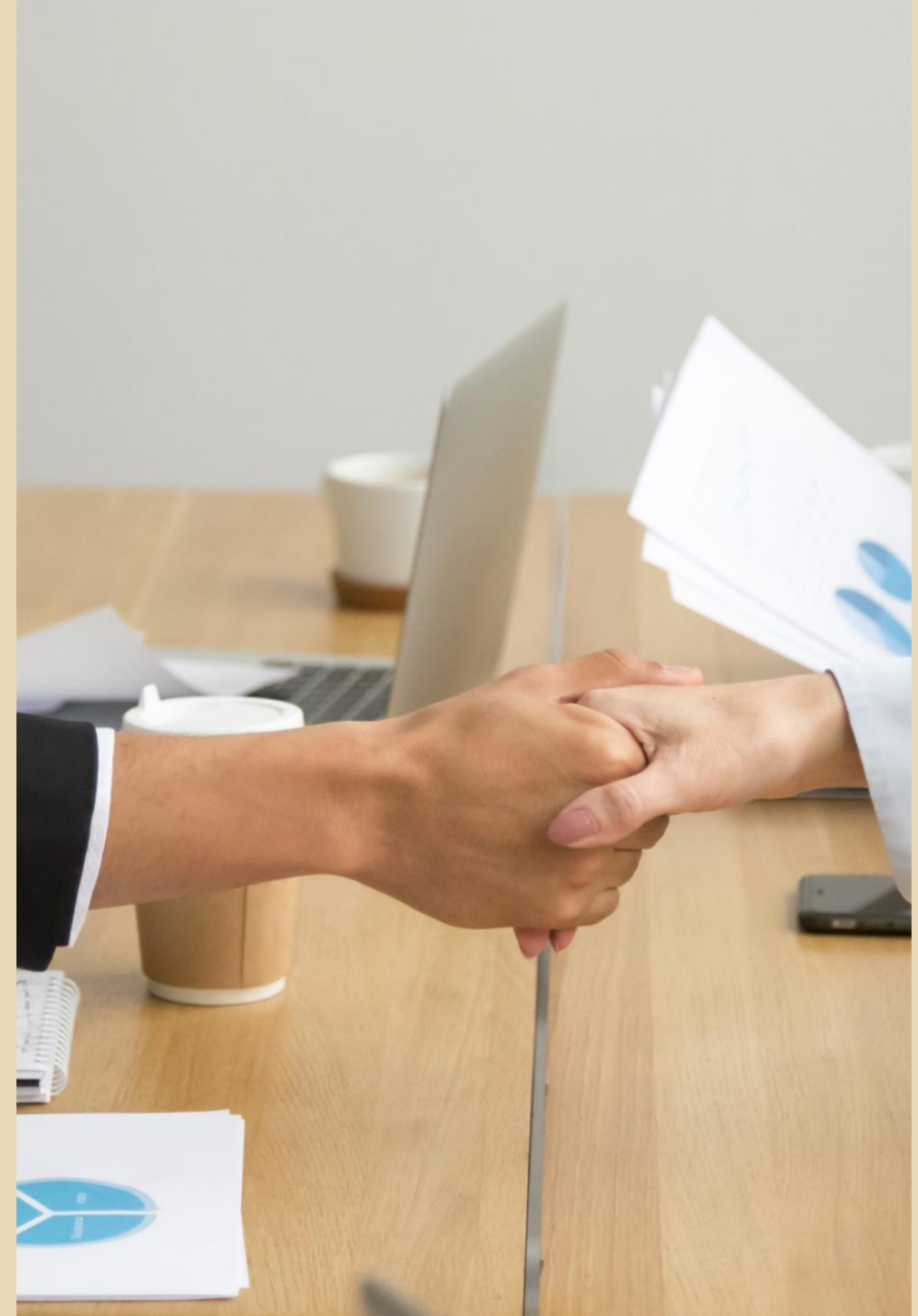
Growing responsibility of the Group and its partners

"Mantinga Group" group of companies in 2023 updates the "**Suppliers' Code of Conduct**" and will also approve the Group's own "Code of Conduct", "**Anti-corruption Policy**". The latter documents define and oblige the Group and its suppliers to comply with laws adopted in the world related to environmental protection, human rights, food safety, etc.

We strive and will strive for the principles of social responsibility to be observed not only within the Group, but also among suppliers and partners.

You can find the mentioned documents here:

<https://www.mantinga.lt/en/we-act-transparently-and-responsibly>



Transparent and ethical governance



We believe that we can grow successfully by choosing the path of sustainability.

We draw inspiration from our partners and other Lithuanian and foreign businesses that have also decided to move towards sustainability.

In the future, **we want to** use our example to **inspire** even more businesses to contribute to the creation of a bright future.

**LET'S GROW
RESPONSIBLY
TOGETHER**

