

The logo consists of four stylized leaf shapes arranged in a circle. The top-left leaf is red, the top-right is dark brown, the bottom-left is olive green, and the bottom-right is light beige. The text "Herbstreith & Fox" is centered over the leaves.

Herbstreith & Fox

**Quality Policy
Food and Feed Safety Policy
Energy Policy
of Herbstreith & Fox Group**

THE QUALITY/FOOD/FEED SAFETY POLICY and ENERGY POLICY

Quality, Food and Feed Safety Policy

For us, the quality and safety of our products stands for meeting the expectations and demands of our customers, our employees, our suppliers, and society. These demands have to be appropriate and they should be in harmony with the legal framework conditions as well as with the ethical standards of the society. Assumption of social, ecological and economical responsibility is an important component of our business policy.

The **Herbstreith & Fox KG Pektin-Fabriken** is one of the largest pectin producers present on the market with pectins. **Herbafood Ingredients GmbH** is present in the field of dietary fibres, pectin containing, sweetening, flavouring and colouring ingredients for food as well as food additives. The H&F Group is also competently and reliably represented in the field of animal nutrition by **agro Food Solution GmbH**.

Our general business policy is essentially characterized by the quality, food and feed safety policy and is based on open and fair contact with our partners.

It is our aim to develop, to produce and to sell the quality of products and services requested by our customers and the market from an economical point of view. Therefore, it is our task to recognize their needs and expectations in order to be able to fulfil them quickly and efficiently.

The quality, food and feed safety policy of Herbstreith & FoxGroup is summarized in the following principles:

Product quality

In order that both quality and safety of our products meet the changing demands of the market and the consumers, we create the necessary framework conditions, i.e.:

- The production processes are continuously checked in order to maintain the latest technical standard to increase the product quality, product safety and hygiene and to guarantee the compliance with all national and international standards, regulations and customer requirements.
- We work according to ethical principles and we do not use any processes or measures which may affect the safety of our products on the consumer.
- We commit ourselves to comply with the requirements of the FSSC 22000 standard for the food safety management system. The FSSC 22000 standard is recognized worldwide by the Global Food Safety Initiative (GFSI).
- We respect religious dietary rules. Therefore, we observe the requirements of Halal and Kosher in the manufacturing process of our products. This is confirmed annually by certifications of our products.
- Compliance with the QS requirements for feed material production at the stage feed sector shows that our company contributes to ensure quality assurance across the supply chain.
- The product innovation of our research and development laboratory and our technical service is influenced by our own innovative strength and by the close contact to the market, which means that our customers have the opportunity to select from the latest developments.

Quality of technical service (customer orientation/customer satisfaction)

- Our technical service is customer and project oriented. The aim of our technical service is to be at our customers' disposal for supporting them in case of food and feed technological problems in the fields we deal with and to develop and improve **their** product together with them.
- Our customer service is characterized by intensive technical advice on-site and in our laboratories during all stages of a product development.
- We recommend recipes and offer personalized products and recommendations developed closely with our customers, which we consider as a part of the complete solution.
- Our technical service is quickly available if customers should have any questions.
- We do not only supply products, we also offer a comprehensive technical service.

Environment

Offering quality and product safety to our customers means also environmental awareness.

- The focus of all our efforts and services is the responsible behaviour towards mankind and nature.
- The constant updating of technical installations as well as the implementation and use of modern production technologies lead to a continuous improvement of environmental protection.
- We use renewable and environmentally friendly energy resources for generation of electricity and heat.
- Emissions are kept as low as possible.
- We work continuously and systematically on the reduction of CO₂ emissions at our sites.
- All packaging materials is recyclable.

The achievement of these targets requires additional personal and financial resources. We consider this effort is necessary and justified

to ensure the continuation of environmentally sound production.

Quality and product safety – our joint course

- Each department in our company is responsible for compliance with the established quality and safety requirements. Each department makes a decisive contribution to ensuring that our customers receive the quality they expect. This requires an intensive knowledge of our products by all employees involved.
- The quality, food and feed safety policy is communicated to our employees on all organizational levels. Quality and product safety programs are documented in our quality management system and are established and implemented by all departments within our company.
- We expect that our suppliers, i.e. raw material producers, suppliers of packaging material as well as suppliers of processing aids and additives, support our engagement for quality, food and feed safety. They must also have an adequate quality management system to ensure that requirements, which we exchange regularly with our suppliers, are met.

Quality and product safety are created by our employees

- The quality and safety standards require adequate production facilities, technologies and work conditions as well as interested and engaged employees. Each employee does his/her best to provide the requested and required products and services.
- Training and team spirit are essential for the successful realization of high demands. Through continuous training, we ensure that each employee knows his/her tasks and that he/she has the necessary capabilities to fulfil them. Teamwork gives us the opportunity to combine both individual capabilities and know-how and to obtain optimum results.

- Superiors motivate employees through leading by example in regards to quality and food safety. This is achieved by the establishment of challenging targets, delegation of responsibility and regular feedback of exemplary work. Our employees are encouraged to report any incidents which deviate from the norm to their superiors without fear of persecution. The active integration of our employees in forming and checking the quality objectives enables a straight forward and quick action to achieve the targets.
- The quality and safety of our products must be essential for all employees of the company.
- The daily self-critical observation of our action enables us to recognize possibilities for improvement on a large and small scale. The integration of these improvements into the quality objectives makes the continuous improvement of all our products and performances possible.

Ethical responsibility

As an internationally operating company we commit ourselves to ethically responsible action along the whole supply chain and we also demand this from our business partners.

Quality, food and feed safety means action

- Quality and food safety are the result of conscious action. Multidisciplinary HACCP, Food Fraud and Food Defense teams are implemented and cover all aspects and requirements of the FSSC 22000 standard. The teams receive defined targets and strategies from top management and implement them into the existing food safety management system. This is accompanied by the provision of the required resources. By joint quality- and safety-conscious action we achieve the objectives fixed.
- We assess our success by being sensitive towards the requests of our customers and by measuring our work in comparison to the market. Defects and mistakes will be evaluated and corrected regularly. By conscious and attentive action we recognize and prevent problems.
- The observance of all valid legal requirements, norms and industrial standards such as the principles of the International Labour Organization (ILO) and the Universal Declaration of Human Rights of the United Nations are of utmost importance.
- All production sites of the Herbstreith & Fox Group are located in Germany.
- We select our suppliers carefully and are in close contact with them. In doing so, we are aware of our social responsibility to verify that our suppliers produce according to valid legal requirements.

Quality, food and feed safety are of utmost importance for the Herbstreith & Fox Group, and this can be seen on a daily basis.

Energy Policy

Energy saving and energy efficiency

Herbstreith & Fox is a food industries company with a process technology having high needs of both electric and thermal energy and causing corresponding emissions and use of resources. Therefore we are responsible in society as a whole for our production. The responsible handling of energy is one of the most important objectives for our company. With efficient energy use we contribute to the protection of resources and realize an economically optimum production process. The in-plant energy management is therefore highly important.

Herbstreith & Fox defines energy efficiency and energy saving as long-term business objectives. The strategic and operative objectives arising from these are yearly specified, assessed and re-aligned. The achievement of our energy objectives is intended to be guaranteed by measures in all energy relevant areas, especially such as manufacturing plant, electricity and heat generation and parallel operations of administration. Our processes and activities are continuously reviewed, assessed and improved regarding their energy efficiency and energy-saving opportunities. For equipment purchasing and planning as well as for the acquisition of services energy efficiency is one of our decision criteria.

We motivate our employees to an energy saving behaviour at their work place comprising also communication of all the energy saving and energy efficiency measures discussed and currently being implemented in our company.

Continuous improvement process

The energy management of Herbstreith & Fox is intended to ensure the continuous improvement of our energy-related activities. To us, this means the commitment to a sustainable and consistent improvement to position ourselves permanently as an energy-efficient producer. Each year we face up to corresponding actual duties; for their implementation both personal and material resources are necessary which we both will provide. We guarantee the availability of necessary and energy-relevant information for energy management.

The compliance with effective legal requirements is the basis of our business activities. This also includes other liabilities incurred by us towards third parties as regards energy-related efforts.

We monitor and assess our energy management on a regular basis followed by corresponding amendments, if necessary.

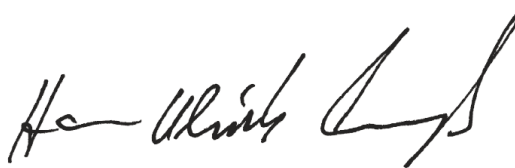
Company management and all employees commit themselves to this energy policy.

Neuenbürg, 27.08.2018



Gerhard F. Fox

(Chairman)



Prof. Dr. Hans-Ulrich Endreß

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