

Ulmer Schokoladen GmbH & Co. KG

Ulmer CSR Policy

Our Ulmer CSR policy defines our corporate social responsibility for sustainable business. Thus, the Ulmer CSR policy takes into account the social, ecological and economic impact of all our business activities.



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Content

1. Who We Are
1.1 Values & Key Figures
1.2 Vision & Mission
2. CSR Policy: Overview
2.1 Social Responsibility
2.2 Ecological Responsibility
2.3 Economic Responsibility
2.4 Business Ethics
3. Certifications & CSR Ratings
4. Ulmer Rules of Conduct





ULMER SCHOKOLADEN GMBH & CO. KG

Ideas in Chocolate



WHO WE ARE

At Ulmer Schokoladen, we have been producing our chocolate products using traditional methods and our own recipes for more than 165 years. As a family business, quality and the fulfillment of individual customer wishes are just as important to us as the sustainable use of raw materials.

+ 165
years of experience

+ 2500
chocolate variations

+ 180
employees



FAMILY

Strengthen each other & promote young talent

CORRECT BEHAVIOUR & RESPECT

Always behave correctly & act with respect

CUSTOMER FOCUS

Respond to customer needs & achieve a high level of satisfaction

SOCIAL & ECOLOGICAL RESPONSIBILITY

Manage resources sustainably & Involve future generations

Shaping a sustainable future with Ulmer Schokoladen



As a traditional family business, we take responsibility for people and the environment - today and tomorrow.

JUSTUS ULMER &
MARK A. MÜLLER

Ulmer
Ideen in Schokolade

Our Vision

Chocolate and our employees are close to our hearts.

To ensure that many more generations can enjoy our traditionally processed chocolate products, we have a clear goal: we want to continue to be a responsible and future-proof employer.





Our Mission

We are convinced that only sustainable social, ecological and economic cooperation can lead us to this goal.

ULMER CSR POLICY

Ideen in Schokolade

These areas are particularly important to us at Ulmer Schokoladen:

SOCIAL RESPONSIBILITY

- Fair and legally compliant remuneration, as well as measures to safeguard jobs
- Promoting health and safety in the workplace
- Promoting diversity and equal opportunities, as well as prohibiting discrimination
- Employee development and support for young talent
- Measures to prevent child labour and inhumane working conditions in our supply chain
- Promotion of work-life balance

We also support the following environmental and social projects:

TAFEL WILHELMSHAVEN

Forum Nachhaltiger Kakao
German Initiative on Sustainable Cocoa

NABU

Zukunft lernen
LERNORT
TECHNIK UND NATUR

BUSINESS ETHICS

Compliance with the OECD Due Diligence Guidance for Responsible Business Conduct:

- Ethically correct and respectful business relationships
- Timely compliance with liabilities
- Long-term relationships with suppliers & customers
- Compliance with legal requirements and quality standards
- Risk management



ECONOMIC RESPONSIBILITY

- Responsible, long-term-oriented corporate management to safeguard our business operations and jobs
- Maintaining liquidity and generating profits
- Long-term business development through targeted investments



ECOLOGICAL RESPONSIBILITY

- Efficient use of natural resources and measures to reduce consumption (raw materials, packaging, energy and water)
- Waste prevention and use of packaging with recycled content and/or recyclability
- Use of renewable energy
- Reduction of energy consumption & CO_2 emissions (Scope 1–2)
- Supporting projects that protect and promote regional biodiversity
- Procurement of raw materials based on defined social and environmental criteria
- Measures to implement deforestation-free supply chains in accordance with applicable legal requirements

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- Marketing of certified products and promotion of supply chain transparency (including Rainforest Alliance- and Fairtrade-certified products)

Rainforest Alliance
People & Nature
Cocoa

FAIRTRADE COCOA

Certifications & CSR Ratings

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Our products carry the following quality labels and certifications:

We also maintain our scorecard on the CSR platform **EcoVadis**, which evaluates the quality of our sustainability management. Customers can view the scorecard upon request.

ecovadis

Sustainability & Ecology

- **Fairtrade** - We carry products with Fairtrade-certified cocoa. Fairtrade sets standards around economic and social development, as well as environmental sustainability.*
- **Rainforest Alliance** - We offer products containing Rainforest Alliance Certified cocoa. The Rainforest Alliance seal indicates cocoa from a certified supply chain and supports environmental and social standards.

Cocoa

- **RSPO Supply Chain Certified (SG/MB) –** We are certified under the RSPO Supply Chain Certification Standard, which supports the responsible sourcing of palm oil in accordance with RSPO environmental and social criteria.

LIC2600001385

- **Organic seal DE-ÖKO-005** - We offer products certified according to EU organic standards. The EU organic seal indicates that the products are produced in accordance with strict EU organic farming regulations.

DE-ÖKO-005



Religious Requirements

- Kosher
- Halal

*All Fairtrade cocoa may be replaced or mixed with non-certified cocoa through mass balance. This means that the amount of cocoa purchased as Fairtrade corresponds to the amount required for this certified product. More information: info.fairtrade.net/sourcing

Ethical Standards

- **Sedex / SMETA** – Supporting transparency & the assessment of selected social, labour-related, environmental and ethical aspects within the supply chain.

SMETA | Sedex

Quality Seals

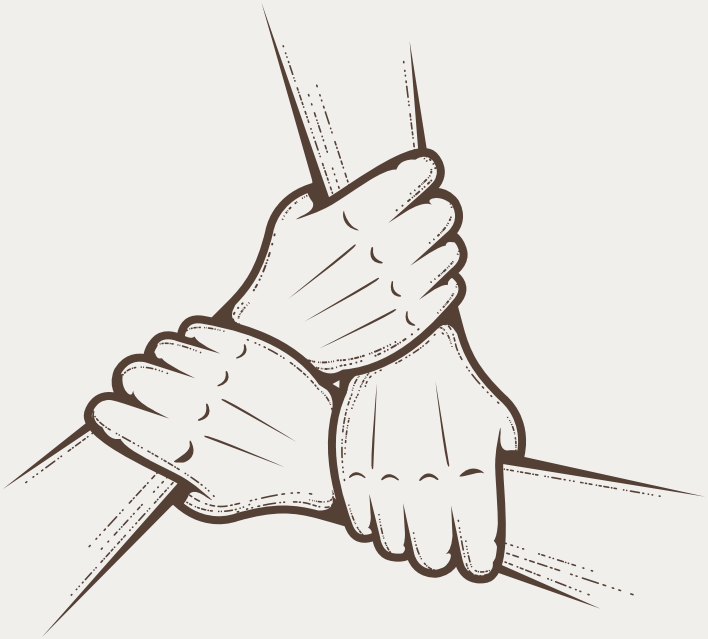
- **IFS Food -** Certification for quality and food safety.
- **BRC Food** - Internationally recognised standard for food safety and quality management.

Ulmer Rules of Conduct

Ulmer
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What is correct behaviour?

To answer this question, you can use the following guidelines as a guide:



- My decisions must not discriminate against anyone!
- Are my decisions or actions correct?
- Do my actions/decisions violate applicable law?
- Do my actions/decisions conflict in any way with this Code of Conduct?
- Personal interests must not influence my decisions/actions!
- If my decisions/actions are reviewed, must this not have any negative consequences for me or the company and what do third parties think about this?
- Do my actions/decisions correspond to the interests of Ulmer Schokoladen GmbH & Co. KG?

These guidelines should determine the actions of your day-to-day work. If you are not sure whether your decisions or actions are in line with these guidelines, ask! Bear in mind that a breach of these guidelines may have consequences for you and/or the company under employment or even criminal law!