



Toms Group CSR Policy

The Toms Group works with corporate social responsibility against the backdrop of the UN Global Compact and its ten principles covering human rights, workers' rights, the environment and anti-corruption.

We recognise that business activities have a crucial impact on the development of society. For that reason, wherever there is a natural link with the Toms Group's business, we want to play a proactive role in relation to improving social and climate/environmental conditions both locally and internationally.

Based on our commitment to the Global Compact, we focus particularly on our supply chain, employees, the environment and climate, as well as consumer health. Within these areas, we endeavour to make a positive contribution which, as a minimum, reflects the size and significance of the Toms Group within the global confectionery industry.

Our business is based on a long **supply chain**, and this entails many processes that we must consider in the light of our responsibilities and influence. In our supply chain activities, we want to respect human rights, workers' rights and the environment, and work to combat corruption. Accordingly, the Toms Group expects suppliers to live up to the requirements of our Supplier Code of Conduct.

Just as we must be aware of our responsibilities within the supply chain, we also have a major responsibility towards our **employees**. We want to be an inclusive place to work, where each employee enjoys job satisfaction and opportunities for development. We believe in the importance of encouraging our employees to have a good work-life balance, and we also want to support our employees in living a healthy, active life.

We have set an objective of minimising our impact on the **environment and climate**. Specifically, we focus on reducing environmental impact from both administration and production, and, going forward, we will take on additional focus areas such as transport and packaging. Furthermore, we want to instil an attitude of environmental and climate awareness in our employees that extends beyond the workplace.

Finally, **consumer health** is another area we wish to address. Confectionery can contribute to obesity if consumers take in more energy than they burn. Rising levels of obesity are a societal problem. As products like ours are part of the problem, we also want to contribute to the solutions.

The Toms Group is a company with limited resources. In relation to the relevant issues that we must address, our priority is to focus our human and financial resources on doing something about the problems, rather than producing detailed reports about what we are doing. Naturally, we are always open to dialogue, and we are happy to share lessons learnt from our work.

Our approach to corporate social and environmental responsibility is reflected in a number of specific policies.