



DEHYDRATED  
JACKFRUIT  
FROM AFRICA  
WITH A MEATY  
BITE.

## CORPORATE SOCIAL RESPONSIBILITY POLICY

At Fiber Foods, we are committed to operating our business in a socially responsible and sustainable manner. Our Corporate Social Responsibility (CSR) policy outlines our commitment to making a positive impact on society, the environment, and the communities in which we operate. We strive to integrate responsible practices into all aspects of our operations, from sourcing ingredients to manufacturing, distribution, and beyond. Our CSR policy focuses on the following key areas:

### **Product Quality and Safety:**

We are dedicated to producing high-quality, safe, and nutritious food products that meet or exceed industry standards.

We prioritize consumer health and safety by adhering to strict quality control measures, including rigorous testing, monitoring, and traceability of our products.

Example: The Fiber Foods team consists of 2 quality control managers in Uganda, 1 in Kenya and 1 in the Netherlands, and our products are currently sent to the lab quarterly to validate product health and safety.

### **Sustainable Sourcing:**

We are committed to sourcing our ingredients sustainably, considering environmental, social, and ethical factors.

We strive to work with suppliers who share our values and uphold responsible sourcing practices, including fair trade and environmental stewardship.

Example: Fiber Foods and its suppliers are committed to our own sourcing manual and agreement. We pay a fair price as validated through a fair price / living income research.

### **Environmental Stewardship:**

We aim to minimize our environmental impact by implementing sustainable practices throughout our operations. We promote the efficient use of resources, waste reduction, re-use of waste and responsible packaging choices.

We continuously seek ways to reduce our carbon footprint, such as energy-efficient manufacturing processes and exploring renewable energy sources.

Example: Fiber Foods dries its jackfruit and thereby reduces 90% of volume to be transported. We are committed to reduce and set off the carbon footprint of our product to reach a carbon neutral status following the Lifecycle Analyses executed by SAM BV.



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### **Community Engagement:**

We actively engage with the communities in which we operate to contribute to their well-being. We train extension workers to implement our impact goals and we actively seek partnerships with NGO's to develop community development projects that align with our values and make a positive difference.

Examples: impact projects are being implemented in partnership with Technoserve, GIZ / WE4D, Social Sustainability Fund and Amref Health Africa.

### **Employee Welfare and Development:**

We prioritize the health, safety, and well-being of our employees.

We provide a safe and inclusive work environment that promotes diversity, equality, and respect. We invest in the professional development and training of our employees to foster their growth and advancement.

Example: Ugandan staff in production consist of young graduates that are trained at the job. Both Dutch and Ugandan are giving the opportunity to join the YEP program of the Dutch Ministry of Foreign Affairs.

### **Ethical Business Practices:**

We uphold high ethical standards in all our business dealings, complying with applicable laws and regulations.

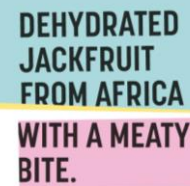
We reject any form of corruption, bribery, or unethical behavior, both within our organization and in our business relationships.

Example: See our code of conduct

### **Stakeholder Engagement:**

The Fiber Foods product and operation is co-created with its stakeholders. We actively communicate and engage with our stakeholders, including customers, employees, suppliers, investors, and communities. We value their input, listen to their concerns, and seek to address them transparently and responsibly.

Example: We apply an open cost calculation with our suppliers and partners and guarantee an equal benefit to all players in the value chain. We organize supplier- and other stakeholder meetings 2 x per year.

The logo for Fiber Foods, featuring the words "FIBER" and "FOODS" stacked vertically in a bold, black, sans-serif font. The text is set against a light pink rectangular background.A product label for dehydrated jackfruit. The text "DEHYDRATED JACKFRUIT FROM AFRICA" is in black, uppercase, sans-serif font on a light blue background. Below it, "WITH A MEATY BITE." is in black, uppercase, sans-serif font on a light pink background.

By implementing and continuously improving upon our CSR policy, Fiber Foods aims to create sustainable value for our stakeholders while contributing to the betterment of society and the environment. We recognize that this is an ongoing journey, and we are committed to adapting and evolving our practices to meet the changing needs and expectations of our stakeholders and the world around us.

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