



BRITA Global Commitment

As a family business, we have always focused on long-term goals instead of short-term success. We therefore strive to act responsibly towards our employees, the environment and society and to offer a sustainable solution through our products. Our vision “We will change the way people drink water sustainably” is the basis for our strategy and provides orientation while economic success serves as the foundation for our corporate responsibility.

Water is a life-sustaining and essential resource, with which we work on a daily basis. For this reason, acting responsibly has always been part of our self-image. We think it is especially important to protect the planet and its valuable resources. In addition, we want to encourage people to consciously think about water and to use it responsibly. With our products we offer an environmentally friendly alternative to bottled water which causes fewer carbon emissions and produces less waste.

We recognize that our activities have an effect on the environment, on the regions where we do business and on all the people who come in contact with us. We have developed the BRITA corporate responsibility program “Balance the Impact” to reduce the negative impact of these activities and to use positive actions to “balance” them out.

In order to do this, we have identified five action fields. In each of these action fields we are committed to continuously improve ourselves. Our Executive Board, together with relevant departments and the management of our global subsidiaries, regularly sets objectives that go beyond legal requirements. It also provides the necessary resources and uses certified management systems to steer and manage the implementation of actions and the achievement of goals. To this end we will regularly report about our progress.

Our commitment covers the following five action fields:

- **Product Responsibility:** We develop and market save, qualitative and environmentally sensible products that fulfill the highest quality and hygiene requirements. Management processes have been defined to ensure compliance with these requirements. When developing new products, we consider all aspects of the product life cycle and strive towards reducing their environmental footprint.
- **Environmental Protection:** We reduce the environmental impact and resource needs of our business activities and reduce cost in the process. We regularly collect relevant data and use a systematic approach to continuously improve our energy-related performance in production, administration and when evaluating new technical equipment.
- **Attractive Work Environment:** We offer a safe, motivating and supporting work environment that allows our employees to bring their personal best to the table for BRITA. We are committed to protecting and improving the health and safety of our employees by reducing risks and hazards and by preventing injuries and illnesses. We offer all employees personal development opportunities. Everyone at BRITA displays integral, ethical and values-driven behavior as described in our BRITA Code of Conduct
- **Supply Chain Responsibility:** We use raw materials and components that fulfill high quality, social and environmental standards. To ensure this, we develop systems and processes to increase transparency in our supply chain. Suppliers are our partners in this. When making procurement decisions, we also consider environmental, energetic and social aspects.



- **Social Responsibility:** We want to give some of our success back to society. We therefore support meaningful causes around the world and we are a reliable partner for a number of non-profit organizations both nationally and internationally. We will measure our impact wherever possible and will report regularly about our activities.

The action fields and their contents are derived from the BRITA values and our self-image. They serve as the basis for further corporate responsibility activities and apply to all entities and employees of the BRITA Group.

The Global Commitment is put into practice by executive management and inspires the decision-making process on all levels. Our managers are role models and strengthen employees' understanding for the action fields and for corporate responsibility as part of our corporate culture. Our employees live these commitments through their own actions, by applying them in their daily work and by contributing their own ideas.

Taunusstein, November 1st 2019

Markus Hankammer
Chief Executive Officer

Stefan Jonitz
Chief Financial Officer

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Chief Sales Officer

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