OSCAR MAYER

‘Inspiring the nation with ever more innovative meals all day every day!’

Oscar Mayer Environmental Policy

Document:	Environmental Policy
Issued By:	Head of ESG
Issue Date:	October 2026
Version Number:	v2.0

This policy applies to all individuals working for or on behalf of OM UK Holdco Limited and its subsidiary companies from time to time, including employees, workers, directors, agency workers and contractors, unless otherwise specified

Oscar Mayer Environmental Policy Statement

Our purpose is *'inspiring the nation with ever more innovative meals all day every day'.* Our environmental policy supports this purpose and details our commitments to protect and enhance the environment.

We recognise that we have both direct and indirect impacts on the environment over which we have control and influence. Addressing these impacts through our own actions and collaborating with stakeholders we will play our part in the environmental challenges facing our sector and society.

Our Chief Executive Officer has overall responsibility for compliance with environmental laws and best practice, with oversight from the Board of Directors. Responsibility for managing our approach to the environment is delegated to the Environmental, Social and Governance Committee.

We commit to:

- Comply with relevant legal and regulatory requirements and appropriate codes of practice.
- Adopt methods of working that prevent pollution to air, water and land from our operations.
- Play our part in mitigating climate change by reducing our greenhouse gas emissions and meeting ambitious science-based targets.
- Consider the potential impacts of climate change and adapt our business accordingly.
- Encourage the efficient use of resources and aim to reduce the use of energy, water, chemicals and raw materials.
- Move up the waste management hierarchy to reduce the environmental impact of our waste and avoid landfill.

- Encourage the use of recycled packaging, and recycling of waste, with suppliers and customers; and
- Work with suppliers to reduce the environmental impacts of products and services we purchase and address food sector environmental challenges.

We will do this by:

- Operating an environmental management system to recognised international standards.
- Putting in place processes to assess the environmental impact of new products.
- Seeking continuous improvement in our environmental performance through appropriate measures and targets.
- Ensuring appropriate environmental governance throughout the company.
- Providing learning and development opportunities for employees to improve awareness and support environmental improvements.
- Working with our supply chain and business partners to promote environmentally responsible behaviours.
- Communicating this policy to our stakeholders and making it publicly available.
- Reporting our environmental performance on a regular basis; and
- Reviewing this policy every year.

Ian Toal, Chief Executive Officer

October 2026