



# **MNC Sustainability Policy**

**Version 1.0**  
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## Version Control Log

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### Summary of Changes:

Version	Changes / Updates Made:
1.0	Initial Release

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# 1 Purpose

Monde Nissin Corporation (the “Company” or “MNC”) and its subsidiaries (collectively, “Monde Nissin”) aspire to improve the wellbeing of people and the planet and create sustainable solutions for food security. We aim to position Monde Nissin as a sustainability leader, where sustainability is embedded in the corporate culture, strategy, and operations.

For Monde Nissin, being a sustainable company means ensuring the responsible growth of our business while continuously improving our products and our operations for the welfare of people and the planet – it entails (1) the commitment in taking concerted action towards food security, (2) moving toward a zero-waste, resource-efficient, low-carbon value chain, (3) scaling up inclusive growth in local communities, (4) fostering inclusive and better workplace practices, and (5) enabling our key stakeholders’ involvement in driving the Company’s sustainable development.

Through this *Sustainability Policy*, Monde Nissin also declares its support to the United Nations’ 2030 Agenda for Sustainable Development. We aim to do our part in achieving these global goals by aligning the relevant Sustainable Development Goals in areas where we can contribute – where we can commit to *Making Better Possible* through our products, for people, and for the planet.

## MNC’S CORPORATE ASPIRATION

"We aspire to improve the wellbeing of people and the planet, and create sustainable solutions for food security."

### MNC Sustainability Roadmap (updated as of 03.22.2023)

	PRODUCT	PLANET	PEOPLE	PARTNERSHIP			
STRATEGIC PILLARS	Making Better Food Accessibility Possible	Making Eco-efficiency Possible	Making Inclusivity Possible	Making Collective Action Possible			
PRIORITY UN SDGs	2 GOOD HEALTH AND WELL-BEING	6 CLEAN WATER AND SANITATION, 7 AFFORDABLE AND CLEAN ENERGY, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION	8 DECENT WORK AND ECONOMIC GROWTH	17 PARTNERSHIPS FOR THE GOALS			
NORTH STAR TARGETS	<ul style="list-style-type: none"> <li>Majority revenue share of better and healthier products by 2030.</li> </ul>	<ul style="list-style-type: none"> <li>Zero waste-to-landfill from our manufacturing operations by 2025.</li> <li>95% recycle-ready packaging by 2025.</li> <li>50% reduction in the water intensity of our manufacturing operations by 2025.</li> <li>50% reduction in the Scope 1 &amp; 2 GHG intensity of our manufacturing operations by 2025.</li> <li>100% plastic recovery and diversion by 2025.</li> </ul>	<ul style="list-style-type: none"> <li>5,000 brand experts and 25,000 sari-sari stores provided with livelihood opportunities and financial credit, respectively, by 2030.</li> <li>Diverse workforce all enjoying access to social safeguards and dialogue, and competency development by 2025.</li> </ul>	<ul style="list-style-type: none"> <li>100% of employees observing that sustainability is embraced in the way people act and decide in the company by 2030.</li> </ul>			
OTHER UN SDGs SUPPORTED	1 NO POVERTY	3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	14 LIFE BELOW WATER	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

## 2 Products

We show our care to our consumers by developing healthier and better options. We commit to:

- Establishing and maintaining a Food Safety Management System throughout our operations and nurturing supplier partnership for safe and quality material inputs;
- Improving our product portfolio through fortification with essential nutrients and reduction of our products' sugar, sodium, and fat content;
- Promoting alternative protein and the proliferation of this product category;
- Ensuring that our products are of high quality, safe, and readily available in the relevant channels; and
- Being transparent and accountable in managing consumer feedback concerning our products.

## 3 People

We show our care to people and communities by contributing to their wellbeing & development. Our commitments to our people and communities are as follows:

### FOR OUR CONSUMERS

- Fair and ethical marketing practices; looking after the interest of our consumers and ensuring that our marketing communications do not include harmful, illegal, immoral, irresponsible, or misleading content; and
- Encouraging behaviour towards a healthier or more balanced diet and lifestyle through consumer education.

### FOR OUR EMPLOYEES

- Promoting continuous learning and a growth mindset by focusing on competency development among employees;
- Prioritizing the wellbeing of employees and their families through a holistic health and wellness program;
- Ensuring that employee grievances and concerns are addressed by having a regular social dialogue;
- Maintaining a diverse and inclusive work environment by giving equal employment opportunities and fair treatment as regards compensation and benefits, capability-building, and career development for all employees;
- Promoting a culture of safety through training programs, and by enforcing safety measures and protocols in our facilities, ensuring compliance with health and safety regulations, and sustaining a record of keeping employees safe; and
- Cultivating a culture of ethics and integrity in the workplace aimed at institutionalizing compliance and sustainability as permanent value pillars.

## FOR OUR LOCAL COMMUNITIES AND SUPPLY CHAIN

- Providing livelihood opportunities to our local and regional communities and working with the community on development programs;
- Supporting our communities during crises and calamities; and
- Ensuring that the Company will not, and monitoring that our supply chain does not, engage in forced labor, child labor, slavery, trafficking, and other practices that violate and trample upon human rights.

## 4 Planet

We show our care to the planet by making necessary decisions and acting to reduce the negative environmental impact of our business. We commit to:

- Benchmarking and re-applying best practices in environmental compliance where appropriate in our operations;
- Innovating our processes, seeking good partnerships, and utilizing technology toward the efficient use of natural resources and decarbonization of our value chain;
- Leveraging digitalization of our systems and processes whenever possible to reduce paper use and organizing environmentally responsible meetings and events;
- Maintaining a business continuity plan with the aim to improve our value chain resilience, amongst them against climate and disaster risks;
- Reducing our waste by improving our waste management practices and taking on collaborative measures and process improvements to achieve zero waste-to-landfill in all our manufacturing plants;
- Reducing our energy consumption and shifting to renewable electricity sources for our operations whenever viable;
- Reducing our water use by promoting water conservation practices in our operations, wastewater treatment, and reuse of treated wastewater for beneficial purposes (such as landscape irrigation and toilet flushing);
- Preventing and reducing food loss and waste; and
- Continually exploring the re-design of our packaging and products and overall reduction of waste to remove unnecessary plastics from our supply chain while also facilitating efforts to improve existing waste management systems and supporting other solutions to reduce the Company's plastic waste footprint

## 5 Partners

We recognize the importance of partnerships in creating an inclusive and sustainable future. We commit to:

- Establishing collaborative partnerships and working together with organizations from varying fields of expertise toward achieving our common goals; and
- Encouraging our employees, consumers, customers, communities, suppliers, and other stakeholders toward the adoption of sustainable practices.

## 6 Sustainability Governance

Effective sustainability governance is key to the execution of the sustainability strategy throughout the organization, as well as the management of reporting systems, the strengthening of relationships with external stakeholders, and overall accountability.

Monde Nissir is an ethical organization that embraces good corporate governance and upholds a culture of integrity, accountability, and trust. The diagram below shows the sustainability governance structure of the Company. These are the leaders and teams that drive MNC's sustainability commitments and integrate sustainability across the Company's value chain.

The Company's Board has oversight over the Sustainability program which is spearheaded by its Chief Sustainability Officer. Additionally, the Management Team is responsible for evaluating the progress made by the relevant teams on an annual basis. Corporate Internal Audit, Risk, and Legal & Compliance extend support to our Board Committee for these matters as well.

	ROLE	REVIEW PLATFORM	FREQUENCY
<b>Board of Directors</b>	Approval of the Sustainability Policy and Framework. Provide strategic guidance on sustainability goals and initiatives, and oversight over material sustainability issues and company response.	Board Meeting	Annual
<b>Board Committee</b> (Corporate Governance, Nominations, and Remunerations Committee)	Review and endorsement of the Sustainability Policy and Framework to the Board. Provide oversight over the implementation of Sustainability Policy and Framework.	Board Committee Meeting	Annual
<b>Management Team</b>	Provide strategic guidance across business units, sites, and functions and determine sustainability goals, initiatives and commitments.  Review and Monitor progress of sustainability initiatives.	Management Review	Annual
<b>Sustainability Leadership Team</b>	Engage relevant stakeholders to generate inputs that are relevant in developing strategies, goals and initiatives. Team members are responsible for driving strategy execution and tracking performance on sustainability focus areas and material topics.	Sustainability Management Review	Quarterly
<b>Operations</b> (Sustainability Work Teams, Subject Matter Experts)	Responsible for integrative initiatives and programs in day-to-day operations to achieve sustainability goals.  Responsible for tracking progress versus commitments and reporting progress.	Key Performance Metrics/ Dashboard Review	Monthly

## 7 Sustainability Reporting

Sustainability reporting is one of the manifestations of an organization's commitment to sustainability that is demonstrable to both internal and external stakeholders. The primary goal of a sustainability report is to provide transparency on the Company's contribution to sustainable development. It is also a means to keep the Company accountable towards its stakeholders.

The Company's reporting and disclosure of its sustainability performance will be in reference to GRI and other globally recognized standards to allow for comparability and compliant with the Securities and Exchange Commission's (SEC's) regulations on sustainability reporting. The diagram below shows the reporting process for the company's Annual Sustainability Report (SEC 17-A Annex A Template).

