

## **Corporate policy of the Crespel & Deiters Group**

The Crespel & Deiters Group, which has been owner-managed for five generations, is one of the leading producers of wheat starches and wheat proteins in Europe. We produce wheat-based raw materials at our company headquarters in Ibbenbüren, using cutting-edge technologies, sustainable processes and great innovative capacity. With these, our brands Loryma, C&D Corrugating & Paper, C&D Technical Applications, C&D Petfood and Feed develop highly functional products and application-oriented solutions.

The group locations are Crespel & Deiters GmbH & Co.KG and C&D Non-Food GmbH in Ibbenbüren and Loryma GmbH in Zwingenberg.

The basis of the successful continuation of the group:

- fulfilling the needs and expectations of our customers and considering the expectations of interested parties
- safety and security of our products
- protecting the environment
- handling resources efficiently and economically
- qualification and safety of our employees
- compliance with the legal requirements that are relevant to the corporate group
- detecting and responsible handling of risks and the use of the opportunities derived from them
- the sense of societal and social responsibility both within and outside of the corporate group

These aspects form the core of all the corporate group's activities and of the goals and actions of all employees. The increasing demands from customers and as a result of legal frameworks and the social environment are taken into account in the corporate strategies and the objectives derived from these, thereby leading to a continuous, guided improvement process.

The effectiveness of the system and adherence to all legal provisions in the areas of food and feed products, environmental protection, energy management, occupational safety, compliance, risk management and sustainability are regularly reviewed and assessed by the management and continuously improved through necessary corrective and preventative measures.

Qualified and performance-oriented managers and employees are a prerequisite for achieving our corporate goals and implementing the corporate group policy. The group policy is also the basis for collaboration with our contractual partners in the areas of product safety, environmental protection, energy efficiency, occupational safety, legal safeguards and societal and social responsibility.

Through regular training sessions and extensive communication across all levels, managers and employees learn about the increasing challenges, as defined in the corporate goals, and are involved in the development of the company. The sustainable and future-oriented staff development programme aims to encourage existing managers and employees and help them to develop while also consistently improving the attractiveness of the corporate group for future managers and employees.

The necessary measures are regulated and set out by the Integrated Management System, which is based on the pillars of “quality, environment, energy, food and feed safety, occupational safety, compliance, risk management and sustainability”.

The safety and marketability of the food and feed products we manufacture are achieved by implementing the safety and prevention measures that are carried out by means of a risk analysis in accordance with the specifications of an established HACCP system.

Clear investment objectives ensure that personnel and equipment requirements are met and that the measures to promote occupational safety, product safety, product hygiene, environmental protection and energy efficiency are assured.