

## STATEMENT ON SUSTAINABILITY

The Marzetti Company is committed to maturing and growing our corporate sustainability performance. We understand that the future of our company depends on enhancing our operations to better account for environmental and social impacts important to our customers, the communities in which we operate, and our family of employees. Sustainable performance, as we define it, reflects a long-term strategic journey for our company that couples operational excellence with business strategies that yield better environmental stewardship, better benefits and care for our people, better communities because of our presence, and value creation for our shareholders. Our commitment to better sustainable performance rests on four pillars:

### **Examine Our Operations, Increase Disclosures, and Enhance Accountability**

- Examine our operations to understand the internal and external drivers of sustainability risks and opportunities.
- Increase disclosure of sustainability topics/metrics and engage stakeholders to understand preferences for standards, frameworks, and disclosure practices.
- Enhance transparency with internal and external stakeholders to create accountability and continuous improvement on sustainability issues.

### **Assess, Identify, and Mitigate Environmental Impacts**

- Employ systems and services that will allow continuous assessment of the current state of our environmental footprint for water, energy, and waste.
- Identify risks, supply chain operations, and other business practices that are not sustainable, inconsistent with industry trends/best practices, and contrary to stakeholder expectations.
- Mitigate climate-related risks, societal and regulatory trends, and commodity prices/shortages, and implement risk mitigation strategies and alternative models for operation.

### **Engage our Customers, Employees, and Communities on Sustainable Initiatives**

- Engage customers to embrace sustainability for mutual benefit, considering social, economic, and environmental effects.
- Contribute to the health, safety, and professional growth of our employees.
- Engage our suppliers and communities to support sustainability initiatives.
- Create partnerships throughout our stakeholder universe to better distribute the positive consequences of our sustainable strategies.

### **Continuous Improvement and Education**

- Continuous operational improvement toward sustainable business practices and risk mitigation strategies.
- Continuous education for our employees to integrate sustainability into business decisions.
- Educate and lead our partners and suppliers to support common sustainable goals and opportunities.