



Stuhr, 07.12.2023

Corporate guidelines

Company motto

We taste good and have been doing so for 100 years. We want to fulfil this claim with our high-quality products. As a family business, we stand for humanity, consistency and tradition. We produce cheese products and vegan products with passion and to the highest quality. We are characterised by long-term relationships with our business partners and employees.

Corporate mission

Our mission is to set the highest standards in quality, safety, environmental protection and ethical behaviour. These principles are based on the three pillars of the CSR principle of economy, ecology and social responsibility. They form the foundation of our corporate culture and are an integral part of all our business activities. Our suppliers must also fulfil our principles.

Economy

Our products and services must contribute to the company's earnings. A sustainable earnings structure, long-term customer relationships and mutual appreciation are the basis for this. The utilisation of the company's earnings for a high equity base allows us to make very independent decisions. We want to offer secure and attractively paid jobs in the long term in an economically secure company.

Quality

Quality at work is not only created through control. Quality must be systematically planned and produced across individual quality-orientated processing stages. And everyone contributes to quality.

In addition to compliance with legal regulations and guidelines, the introduction and consistent implementation of the HACCP concept based on the Codex Alimentarius in conjunction with Good Manufacturing Practice (GMP) and Good Hygiene Practice (GHP) is the central building block for our quality policy measures, which the QM system serves as the basis for. The regular recording and analysis of quality measures and their costs are used to control all quality assurance activities. The documented results lead to permanent improvements.



Our focus is on food safety culture and a culture of food safety. customer-orientated quality definition in order to achieve the greatest possible customer satisfaction. Our aim is to fulfil our customers' product requirements in terms of product safety, quality, legality and authenticity and to guarantee the necessary technical procedures and product descriptions.

We are aware of the responsibility that comes with the processing and storage of data. We rely on advanced data protection practices to ensure the confidentiality and security of all information.

Ecology

Environmentally orientated entrepreneurial action serves to secure the long-term future of the company and preserve the location. It aims to achieve a balance of interests between the environment, our fellow human beings and the interests of our company. In order to reduce our environmental impact, we are continuously working on solutions at our site and along the value chain. Our environmentally orientated corporate management is innovative, thinks about the future and questions old solutions. This primarily includes recycling, material substitutions and process flow changes. These measures serve to reduce water/waste water volumes, waste and the amount of packaging material used. In our company, waste that cannot be avoided is disposed of responsibly or recycled.

By implementing an energy management system in accordance with ISO 50001, we aim to increase energy efficiency, improve energy performance, comply with all specifications relating to energy use, energy consumption and energy efficiency and reduce CO2 emissions and our energy costs. Efficient energy management is intended to uncover unnecessary energy consumption and savings potential and quantify the success of the measures introduced. As concrete measures, we generate approx. 40 % of our electricity requirements at the site from renewable energy.

Social affairs

Respect for and compliance with the German Basic Law and the UN Declaration of Human Rights are part of our corporate guidelines. Within Etelser Käsewerk, we ensure that all employees, regardless of gender, nationality or religion, have the same opportunities and rights. Everyone has the right to freedom of opinion and expression. We do not tolerate child labour or involuntary employees. In addition to open dialogue, an anonymous reporting platform (in accordance with HinSchg) is available for reports.

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We stand for respectful interaction, diversity and consistency. This is also reflected in the way we work together. An open and informal working atmosphere should make everyone feel at ease. Colleagues of different nationalities, cultures and ages work together in the various areas of the company. We attach great importance to long-term employee loyalty. Personal concerns are dealt with in a trusting manner and, where possible, life circumstances are taken into account and individual solutions are found to reconcile life and work.

The health and well-being of our employees are important to us as a company in order to ensure and improve sustainability and satisfaction. The introduction of occupational health management shapes our requirements in a targeted manner. By establishing and applying appropriate occupational safety systems, we take the necessary precautionary measures to prevent accidents and damage to health. In addition, employees are regularly informed and trained on applicable health and safety standards and measures.

We do not tolerate corruption or the granting of advantages in any form whatsoever in our company.

We feel connected to our northern German region and show our commitment to regional associations. We are also in contact with our neighbours in order to take their needs into account.

Corporate vision

We have a solid product and raw material base. But the future is an unknown land. In addition to milk, we also want to develop other raw materials. Climate change will bring many changes to us as a society, our eating behaviour and our environment. These changes are also a great opportunity for our company. We want to play an active role in shaping the world of tomorrow to make it a little better.

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