

# Sustainability and Inclusion Policy 2026



**EGAN**HOSPITALITYGROUP  
*Premium Event & Bespoke Catering*





## Our Core Values

### *Unwavering Excellence*

We deliver impeccable service, attention to detail, and consistent quality from initial consultation through to event completion.

### *Inspiring Creativity*

Our award-winning chefs and event designers collaborate with you to develop innovative menus and immersive experiences that tell your unique story.

### *Sustainability & Stewardship*

We minimise our environmental footprint through waste reduction initiatives, local sourcing, energy-efficient operations, and ongoing carbon-reduction targets.

### *Social Responsibility*

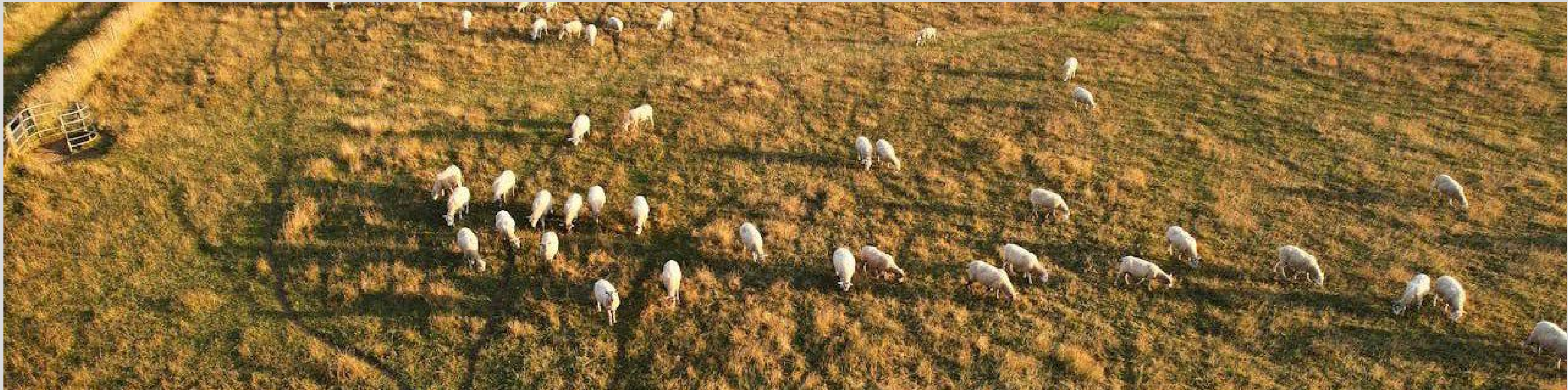
We support community programmes, charitable partnerships, and fair labour practices to enhance the wellbeing of the people and places we serve.

### *Diversity & Inclusion*

Our multicultural team, equitable hiring practices, and inclusive culture foster fresh perspectives and authentic hospitality for all guests.

### *Collaborative Partnership*

We listen closely, adapt swiftly, and work hand-in-hand with you—ensuring our solutions align perfectly with your vision, budget, and objectives.



# Sustainability and Inclusion Policy

At Egan Hospitality Group, we believe success is measured not only by guest satisfaction but also by our impact on the environment, our social responsibility, and our commitment to diversity and inclusion.

As such, we have implemented a comprehensive environmental, social, and diversity programme that guides every business decision and practice. We are dedicated to minimising our environmental impact through sustainable operations and a concerted effort to reduce our carbon footprint.

We recognise our responsibility to the communities in which we operate and are committed to supporting social initiatives that enhance quality of life for all individuals. We are equally committed to fostering an inclusive workplace that values diversity, equity, and inclusion.

We understand these initiatives require ongoing effort, and we pledge to regularly review and improve our programmes to ensure Egan Hospitality Group continues to make a positive and lasting impact.

Egan Hospitality Project Green is a new concerted effort company-wide to reduce our carbon footprint for 2026 by 50% and 30% in 2027 by implementing policies, changes, and awareness of the day-to-day items we use along with various practices which are the norm in our daily duties, which we ALL need to change, in our awareness and habits.

We need you to play your part in helping us reach and achieve our goals in 2026 and beyond.



# Project Green Goals



Work exclusively with suppliers who prioritise sustainability and eco-friendly practices.

Partner only with suppliers who have verified sustainability policies aligned with Project Green.

Ban on single-use plastics — cups, straws, smoothie lids, and disposable cutlery.

No disposable items permitted for staff meals, coffees, or lunches.

Transition to real cups, crockery, and cutlery across all sites.

Reduce cling film usage by 75%; lids introduced for all Castros.

Replace tin foil with reusable lids (50% reduction target).

Implement 200 stainless steel gastro lids in place of plastic.

Source airtight recyclable containers for all deli operations.

Ban small plastic tubs, sauce pots, and takeaway containers.

Biodegradable rubbish bags already in use across sites.

Replace plastic coffee lids with sugar-cane-based alternatives.

Remove all wooden stirrers, spoons, and cutlery from display — provide only on request.

Switch to recycled and sterilised cleaning cloths; reduce blue roll usage by 75%.

Cut overall food waste by 30%.





# Recycling and Reduction of Paper Usage

## Printing

- Reduce amount of printing back of house in our own areas.
- Tablets/phones used for internal documents and communication.

## Returns and Recycling

- Return cardboard to suppliers: Keeling's, La Rousse, Robinsons, Kish Fish.
- Suppliers will be brought into the process to understand why we need to do this.
- Mop heads sent to factory for washing (ban on purchasing mop heads — all must come through factory).
- All tea towels to be sent to factory for washing — all must come from factory; no dry cleaners or laundrette.
- Cans — as an incentive, staff should collect and recycle and keep the funds.



# Sustainable Procurement

## Supplier Code of Conduct

This means we do business in a fair and responsible manner and choose to work exclusively with partners who want to do the same. This 'supplier code of conduct' is applicable for all our suppliers, (sub) contractors, consultants and other third parties we are conducting business with.

## Local Suppliers

Egan Hospitality Group is committed to sourcing ingredients as locally as possible, prioritising sustainability, quality, and community support. By partnering with farmers, growers, and artisan producers within our region, we reduce food miles, ensure peak freshness, and foster lasting relationships built on shared values.

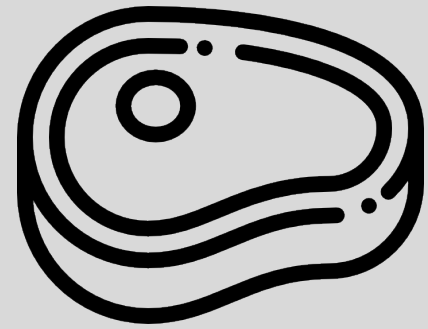
- Collaborations with local farms for seasonal fruits, vegetables, and herbs
- Partnerships with artisanal butchers, cheesemakers, and bakeries for premium proteins and breads
- Short supply chains that minimise transport emissions and guarantee full traceability
- Flexible ordering schedules to match harvest cycles and menu creativity
- Support for regenerative and organic practices that enrich soil health and biodiversity

This local-first approach not only elevates the quality and flavour of our dishes but also strengthens the sustainability and resilience of our food industry.

# Key Suppliers

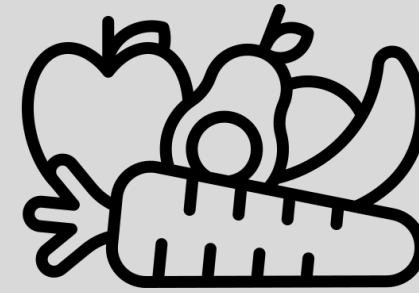
Egan Hospitality Group partners with industry leaders to ensure the finest ingredients and unwavering provenance.

These strategic partnerships underpin our commitment to quality, sustainability, and traceability in every dish we serve.



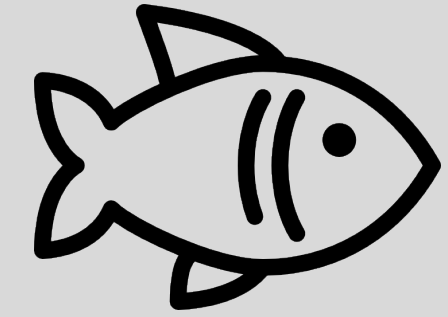
## Robinson Meats

Ireland's premier meat processor, supplying premium beef, pork, and poultry from ethically raised livestock.



## Keelings Select

Foodservice division of Keelings, offering top-grade seasonal fruits and vegetables grown by trusted local and international growers.



## Kish Fish

Sustainable seafood specialist delivering responsibly sourced fish and shellfish from Irish and international waters.  
Keelings Select

## No Waste Recipes

Our Group Development Chef Jim Tennant, has a talent for transforming simple ingredients into culinary masterpieces, all while embracing zero-waste principles.

Take the humble carrot, for example Jim uses every part of it, from the vibrant tops to the delicate skins, to create an innovative, sustainable, and visually stunning carrot tart that truly showcases his creativity and commitment to reducing food waste.

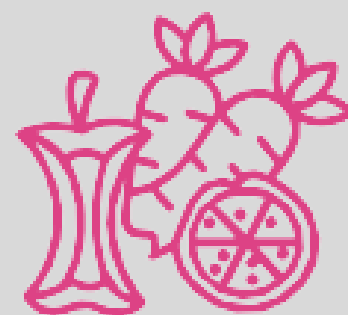


# The Sustainable Plate



## HARVESTED WITH CARE

Local farmers and producers cultivate high-quality, seasonal produce, ensuring freshness and sustainability at every step.



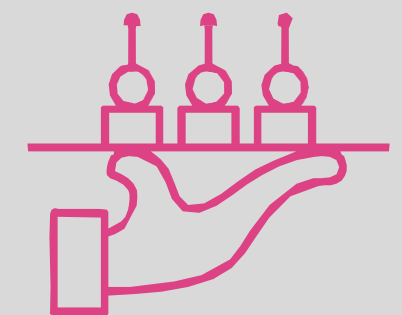
## RESCUING THE UNUSED

Surplus ingredients, from perfectly edible vegetables left behind to underutilised staples like seaweed and grains, are carefully selected to minimise waste.



## CULINARY INNOVATION

Our chefs transform these reclaimed ingredients into vibrant, flavourful buffet options which are then used in our three



## PLATED WITH PURPOSE

Presented with care, these dishes celebrate the journey from ground to plate and invite guests to imagine a world where waste as become usable

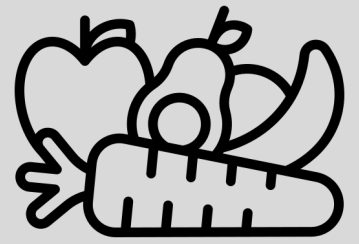


# Ethical Procurement

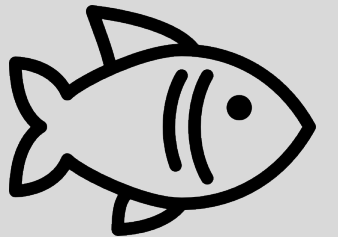
We only work with coffee, tea, chocolate and or sugar suppliers who have transparent direct trade agreements. We work with suppliers to use coffee, tea, sugar & chocolate that are Fairtrade, Direct Trade or Rainforest Alliance certified, and partner with independent coffee suppliers to increase the amount of ethically and locally sourced coffee throughout the group.



All exotic fruit is Fairtrade or Rainforest Alliance certified. We promote local, seasonal produce on the menu. We change the menu with the seasons, using seasonal ingredients.



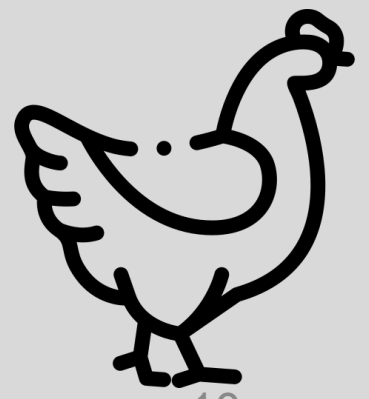
We only use fish suppliers who which comply with BIMsSustainability practices . No 'red list' or endangered species of farmed or wild fish are ever used.



Work with suppliers to use certified sustainable palm oil (including palm kernel oil and products derived from palm oil). Buy only RSPO CSPO (and ideally POIG-verified oil).



Our suppliers have signed the European Chicken Commitment (ECC),there by committing to to exceed the standards set out in the ECC by 2027 for 100% of chicken across our entire portfolio. Signing the ECC allows us to improve the welfare of millions of chickens used in our supply chain, building on our cage-free-egg commitment, antibiotic usage reduction and responsible fish sourcing programmes, further demonstrating our responsible sourcing approach and ongoing commitment to animal welfare. Origin of all produce must be known and shown





Did you know that 30 % of all food harvested and produced is wasted on a daily basis? “ World Food Programme 2024”

#### TOO GOOD TO GO

Too Good To Go is a social impact company on a mission to inspire and empower everyone to fight food waste together.

We work with several local charities who have systems in place to reduce food waste



# Too Good To Go

Our partnership starting in March 2026 with Too Good To Go will give customers the opportunity to purchase surplus meals at a reduced price via their app, preventing perfectly good food from being thrown away. This not only helps minimise food waste but also makes delicious, high-quality meals more accessible.

By working with these organisations, we are actively reducing our environmental impact and supporting our community— one meal at a time.



784  
MEALS SAVED

2.23  
TONNES OF  
CO2E AVOIDED



**1100 unused  
meals donated  
in 2025**



Our partnership with the Lighthouse Tiglin projects from our CPU ensures no food is wasted.



# HAVE YOU ROOM FOR ONE MORE ?

## The Imaginary guest Initiative

### ADD ONE MORE HELP MANY.

From March 2026 Our clients are invited to add one 'Imaginary guest' to their event, increasing their guest numbers by one and helping to deliver food, support and shelter for those most in need.

### PUTTING KINDNESS ON THE MENU.

For every donation, we match it, doubling the impact and supporting communities together. This initiative, which began in March 2025, sees that all proceeds are donated directly to the Lighthouse Tiglin Project .





# Reduce, Reuse, Recycle

Egan Hospitality Group is committed to reducing our environmental footprint through innovative waste reduction, efficient operations, and sustainable partnerships.

Introduction of a compostable coffee cups and lid that is entirely PE & PLA plastic free and 100 % recyclable and compostable , now in use at all retail coffee outlets.

Daily inventory management of food, beverage, and operating supplies to minimize delivery frequency and associated emissions.

Ongoing monitoring of energy consumption with support for business partners to implement reduction and reuse strategies

Comprehensive waste separation and recycling programs at all locations

Installation of LED lighting as standard in new venues, with upgrades underway in historic properties

These measures underscore our dedication to sustainable catering practices and continuous improvement in environmental poicies.



# Reduction of Disposable Gloves and Blue Roll Usage

## Hand Hygiene & Glove Policy

In 2024, we used approximately **90,000** single-use gloves, all of which went to landfill and take five or more years to biodegrade.

Moving forward, routine glove use will be replaced by **hand sanitiser** and **tongs** to maintain the highest hygiene standards. Properly sanitised hands are demonstrably more hygienic than gloves that remain unwashed.

We also consumed around **2,800** blue rolls last year and are evaluating more sustainable paper alternatives. Customers who require gloves may request them at any time, but gloves will no longer be provided by default.

## Key Actions

- Replace routine glove use with hand sanitiser stations and food-grade tongs
- Provide gloves only upon customer request
- Monitor glove and blue-roll usage monthly to track reductions
- Research and trial eco-friendly paper products for cleaning needs

These steps support our commitment to waste reduction and responsible operations.

# Equality

Ensuring fair treatment and opportunity for all

# Diversity

Understanding, recognising, respecting, valuing and representing differences

# Inclusion

Celebrating differences in an environment where everyone is able to thrive and belong, regardless of background and identity

Egan Hospitality Group is proud  
to be an  
**equal opportunities employer**

committed to fostering an inclusive workplace where every team member can thrive.

Workforce Composition: 62 % female and 38 % male

Fair Recruitment: unbiased hiring practices ensure diverse talent at every level

Inclusive Policies: comprehensive support for parental leave, flexible working, and career development

Ongoing Education: regular training on unconscious bias and inclusive leadership

By championing equality and inclusion, we empower our people—and in turn, deliver richer, more authentic experiences for our clients.

At Egan Hospitality Group, we celebrate the richness of global cultures by embracing team members from all corners of the world. Their diverse backgrounds inspire creativity, innovation, and genuine hospitality in everything we do.

## Multicultural Workforce

Staff representing over 20 nationalities, speaking multiple languages, and sharing unique culinary traditions

## Career Development

Mentorship programmes and leadership workshops that support all staff—regardless of background—to grow and succeed

## Community Engagement

Partnerships with local cultural organisations and charities, ensuring our diversity reflects and strengthens the communities we serve

By valuing every voice and perspective, Egan Hospitality Group delivers more authentic experiences for our clients and an empowering workplace for our people.





# Carbon Footprint

Currently 36 % of all energy used by Egan Hospitality Group comes from renewable resources

We recognize that our operations contribute significantly to carbon emissions—both from energy use and from the production of the ingredients we serve. Global warming is a climate, ecological, and social emergency, and we are committed to addressing its impact through our Project Green Initiative.

## Key Pillars

### Carbon Footprint Assessment

Measure emissions across utilities, kitchens, transport, and supply chains.

### Energy Efficiency & Renewables

Transition to green energy providers; upgrade equipment to the highest efficiency standards.

### Sustainable Sourcing

Prioritize locally grown, seasonal ingredients with transparent producer provenance.

### Waste Reduction

Eliminate single-use plastics; expand composting, recycling, and deposit return schemes.



# Carbon Reduction

Our target is to achieve net zero (Scope 1 and 2) by 2035 and to reduce our Scope 3 emissions in line with science-based requirements to limit global warming to 1.5°C.

We recognise that our operations contribute significantly to carbon emissions, primarily from utilities and, most importantly, from the production of the ingredients used in our restaurants and event businesses.

We understand that global warming is a climate, ecological, and social emergency, and we are committed to playing our part in addressing its impact.



100%

Of Our vehicles are Euro 6 compliant with 4 being hybrid

10%

OF OUR SUPPLIERS USE MULTI-DROP VEHICLES CAPABLE OF DELIVERING BOTH FRESH AND FROZEN PRODUCTS

15%

OF OUR SUPPLIERS USE ELECTRIC VEHICLES

### SHARING IS CARING

Where possible a car sharing initiative for all events, significantly reducing the carbon emissions associated with event transportation.

### PEDAL FOR THE PLANET

We support sustainable commuting through our cycle-to-work scheme, enabling employees to reduce their carbon footprint while benefiting from tax-efficient savings on bikes and accessories.





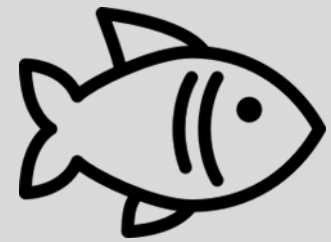
# Chemical Use & Water Conservation

We optimise every drop and dose to protect both our people and the planet. All cleaning agents across our estates are accurately measured and diluted at the lowest effective ratio per litre of water, ensuring maximum performance with minimal chemical use.

- Chemicals selected are eco-friendly and fully biodegradable
- In-house laundry utilises state-of-the-art water-reduction technology
- Machines calibrated for precise chemical dosing to avoid excess
- Regular maintenance and staff training guarantee efficient

Our valued supply partners  
sustainability policies and Origin  
Green accreditation  
Produce

:Kish fish



:Robinson Meats



:Keelings select



Waste and recycling partner

:Key Green

Chemical and cleaning partner

:Parkside Ireland





# ORGANIC TRUST CLG

Inspection • Certification • Training • Education

GUARANTEEING ORGANIC INTEGRITY SINCE 1992



Office A1, Town Centre House  
Naas Town Centre  
Naas, Co Kildare  
Ireland  
Tel/Fax: 00 353 45 882 377  
Email: [info@organictrust.ie](mailto:info@organictrust.ie)  
Web: [www.organictrust.ie](http://www.organictrust.ie)

## SYMBOL CERTIFICATE

This is to certify that the

**ORGANIC TRUST SYMBOL**



has been awarded to

**Keelings Select UC**

**Damien Prendergast & Terry Dowdall**  
Food Central, St Margaret's, Co. Dublin.  
K67 R3P8

for the following organically certified enterprises

Licence to Source, Store and Distribute Certified Organic Produce and Products

This document has been issued in accordance with **Regulation (EU) 2018/848** to certify that the operator complies with that Regulation. The declared operator has submitted his activities/processes under control and meets the requirements laid down in the named Regulations as implemented in the Organic Food & Farming Standards in Ireland

Symbol/Licence No.: 1715

Valid From: 01/01/2023

Signed:

\_\_\_\_\_  
Stephen Connolly  
Chief Executive Officer

Valid Until: 31/12/2023

Organic Trust CLG - A Voluntary Not-for-Profit Organisation - Company Limited by Guarantee  
Registered No 193345 - EU, DAFM & DEFRA Approved Organic Certification Body  
Codes: IE-ORG-03, GB-ORG-09

**Origin Green Verified Member**

This certificate recognises that

**Kepak Group**

is a Verified Member of the  
**Origin Green Sustainability  
Programme**

This certificate is valid until  
**May 2026**



Deirdre Ryan  
Director of Sustainability &  
Quality Assurance, Bord Bia

An initiative by

**BORD BI**  
IRISH FOOD BOARD

**Arthican**

Origin Green sustainability plans are independently assessed and verified by Arthican. Arthican is a leading international sustainability, environmental, safety and engineering company recognised for technical excellence, passion, integrity and service quality.



## ENVIRONMENTAL POLICY 2025

### Introduction:

Manor Farm & our parent company Scandi Standard recognise the importance of environmental protection and are committed to minimising our impacts on the environment in communities where we operate and throughout our value chain.

### Scope:

To undertake the slaughter, process and packaging of Irish poultry products and the production of poultry feed at our processing plant and feed mill in Shercock, Co. Cavan in a manner that minimises our environmental impact.

### Environmental Protection Commitments:

- 1. Compliance:** Adherence to all relevant environmental laws and regulations and full compliance with plant and feed mill EPA IED Licences.
- 2. Environmental Management:** Continued implementation of Environmental Management System in accordance with ISO14001:2015 framework.
- 3. Pollution Prevention:** Minimisation of emissions to land, air and water and by utilising safe technologies, operating procedures and continuous monitoring.
- 4. Resource Efficiency:** Transition to a low-carbon future in line with Scandi Standard commitments to greenhouse gas emission reduction in our own operations and in the entire supply chain, reduce intensity of water usage in operations and ongoing improvement to wastewater quality and reduction of plastic in packaging and sourcing of recycled/non-fossil fuel materials wherever possible.
- 5. Waste Minimisation:** Reduce the volume of waste generated within our processes and maximise the volume of waste that can be practically diverted to recycling.
- 6. Continuous Improvement:** Continual measurement of environmental performance to identify opportunities for improvement throughout business operations.
- 7. Stakeholder Engagement:** Communication of our environmental policy and performance to all stakeholders including our employees, customers, suppliers and community.

### Conclusion:

Manor Farm commits to approach environmental issues in an open manner and maintain close links with all relevant bodies and stakeholders. This policy will be reviewed annually or as required to ensure its continued relevance and effectiveness.

*(See also: Scandi Standard Environmental Policy V2 22082023)*

Signed:

**Mark Higgins, Production Director**

Bord Bia Quality Assurance Board certifies that the processes employed

C 2/3

# Carto 1i Bbs Shercock, Cavan

conform to the requirements of the



**CERTIFIED  
MEMBER**

## Food Processor Standard Revision 1.0

For the following Products/Processes:

**Module A: Food Safety Management (Equivalence). Module B: Product Quality & QA Logo Use. Module C Poultry: Slaughter, Cutting/Boning, Mincing and Comminuted Meat.**

Valid from 21/11/2024 until 15/11/2025 subject to ongoing compliance

The current status of this certificate can be verified at <https://www.bordbia.ie/farmers-growers/member-status/scheme-members/>

1326

Membership Number

*tfa & I,*

Paul Bell, Chairman  
Bord Bia Certification Committee

**BORD BIA  
IRISH FOOD BOARD**

Origin Green Verified Member



This certificate recognises that

**Moyvalley Meats**

is a Verified Member of the  
**Origin Green Sustainability  
Programme**

This certificate is valid  
until

**May 2026**

A handwritten signature in black ink, appearing to read "Deirdre Ryan".

Deirdre Ryan  
Director of Sustainability &  
Quality Assurance, Bord Bia

An initiative by

**BORD BIA**  
IRISH FOOD BOARD

**Arthicfn**

Origin Green sustainability plans are independently assessed and verified by Arthian. Arthian is a leading international sustainability, environmental, safety and engineering company recognised for technical excellence, passion, integrity and service quality.

## **Sustainability Statement**

**H & D Meats Limited T/A Robinson Meats**

At H&D Meats T/A Robinson Meats, our commitment to sustainability is at the core of our business operations. We recognise the vital importance of protecting our planet for current and future generations, and we are dedicated to implementing environmentally responsible practices across all levels of our organization.

### **Key Sustainability Initiatives**

#### **Transition to Reusable Packaging:**

We have replaced secondary packaging of traditional cardboard boxes with high-quality, reusable plastic crates. This shift reduces waste generation, minimizes deforestation, and supports a circular economy by encouraging reuse and longevity of packaging materials.

#### **Upgraded Refrigeration Systems:**

We have recently (2024) invested in state-of-the-art, energy-efficient refrigeration technology. This upgrade not only supports a robust cold chain, but also significantly reduces energy consumption and greenhouse gas emissions, contributing to our carbon footprint reduction goals.

#### **Water Conservation Measures:**

Recognising the importance of water as a precious resource, we have implemented advanced water-saving techniques throughout our production processes. These measures include careful production planning to reduce the number of wash cycles required, optimising equipment to minimise water usage, aligning with our commitment to environmental stewardship.

#### **Future Solar Energy Implementation:**

To further our sustainability objectives, we are planning to install solar panels on our facility rooftops (2026). This move aims to generate clean, renewable energy, decrease reliance on fossil fuels, and promote long-term energy sustainability.

**Waste Control Policy**

Our waste control policy are based on reduce, reuse and recycle. Over the past number of years we have made significant progress in this regard. Minimum primary packaging used, reuse of all secondary packaging and all cardboard, clean plastic, wood waste is recycled.

**Reduction in transportation emissions**

Over the past number of years we have been working toward improving our transportation emissions, we upgrade a proportion of our fleet to more energy efficient vehicles on a yearly basis. We continuously work on delivery consolidation, which helps with further lowering CO2 emissions.

**Our Commitment to Forest Conservation:**

We believe that every tree on the planet is essential for maintaining ecological balance, supporting biodiversity, and combating climate change. As a responsible business, we are actively working toward minimizing our environmental impact and supporting global efforts to preserve forests. Our initiatives include reducing packaging waste, enhancing energy efficiency, and exploring opportunities to offset our carbon footprint through reforestation projects.

**Conclusion:**

At H&D Meats Ltd. T/A Robinson Meats, we are giving maximum effort to reach our sustainability goals. We understand that environmental responsibility is a continuous journey, and we remain committed to adopting innovative practices that protect our planet. We believe that sustainability is not just a business obligation but a moral imperative, and we are proud to play our part in creating a healthier, greener future for all.

Signed: 

Henry Farrell M.D.

Date: 11.11.2025

Bord Bia Quality Assurance Board certifies that the processes employed by

**Moyvalley Meats**

**Broadford, Kildare**

conform to the requirements of the



**Food Processor Standard**

**Revision 1.0**

For the following Products/Processes:

**Module A: Food Safety Management (Equivalence). Module B: Product Quality & QA Logo Use. Module C Beef: Slaughter, Cutting/Boning.**

Valid from **18/09/2025** until **18/11/2025**. Subject to ongoing compliance

The current status of this certificate can be verified at <https://www.bordbia.ie/farmers-growers/member-status/scheme-members/>

**2561**

Membership Number

*Paul Bell*

Paul Bell, Chairman  
Bord Bia Certification Committee

**BORD BIA**  
IRISH FOOD BOARD

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370

Bord Bia Quality Assurance Board certifies that the processes employed by

# Kepak {Clonee}

Clonee, Meath

conform to the requirements of the



## Food Processor Standard

### Revision 1.0

For the following Products/Processes:

**Module A: Food Safety Management (Equivalence). Module B: Product Quality & QA Logo Use. Module C Beef: Slaughter, Cutting/Boning. Grass Fed Beef: Grass Fed Beef.**

Valid from 28/11/2024 until 15/10/2025 subject to ongoing compliance

The current status of this certificate can be verified at <https://www.bordbia.ie/farmers-growers/member-status/scheme-members/>

25

Membership Number

Paul Bell, Chairman  
Bord Bia Certification Committee

**BORD BIA**  
IRISH FOOD BOARD

Bord Bia Quality Assurance Board certifies that the processes employed by

**Kepak (Kilbeggan)**  
**Rostella, Kilbeggan, Westmeath**

conform to the requirements of the



**Food Processor Standard**  
**Revision 1.0**

For the following Products/Processes:

**Module A: Food Safety Management. Module B: Product Quality & QA  
Logo Use. Module C Beef: Slaughter. Grass Fed Beef: Grass Fed Beef. USDA  
PVP: USDA PVP.**

Valid from 15/08/2024 until 22/07/2025 subject to ongoing compliance

The current status of this certificate can be verified at <https://www.bordbia.ie/farmers-growers/member-status/scheme-members/>

16

Membership Number

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Paul Bell, Chairman  
Bord Bia Certification Committee

**BORD BIA**  
**IRISH FOOD BOARD**



## Sustainability

We are very aware of our impact on the world both environmentally and socially and we are very consciously planning to positively manage our impact on the world in the present and consistently into the future.

Our Purpose:  
Better Food,  
Better World



Our business came together to identify what is Keelings purpose. We considered our past, present and future in this work and between us concluded that the best description of our purpose for Keelings is Better Food, Better World.

This simple statement 'Better Food, Better World', means a lot to us as a family business. These four words are Keeling's purpose and our life's work. It motivates us and our teams to continually strive to produce better food so that the whole world eats better and lives healthier, happier and more productive lives.

Together we have worked with our leaders to develop our Vision, Mission and Strategic Priorities that we all believe will support and enable the delivery of our purpose in line with our Keelings Values

### Our Six Strategic Priorities



#### Better Food

We make our products better and inspire more people to enjoy produce.



#### Better World

We improve our environmental and social impact to make a positive difference in our world.



#### People

We support our people to learn, be at their best, contribute and deliver on their commitments, using One Keelings' standards.



#### Partnerships

Working with Keelings creates value and long term relationships with our customers & suppliers.



#### Better Ways

Every year we improve our competitiveness, efficiency and delivery through insight, technology and One Keelings.



#### Growth

We invest in and deliver insight led, focused, profitable growth into the future.

### Our Better World Actions



Climate Change



Sourcing and Materials



Biodiversity



Community Health and Nutrition



## Climate change

We have set our business clear ambitious climate targets in line with Science Base Target commitments to demonstrate our commitment to protecting our environment and supporting our people and communities to make a positive difference in our world.



We plan to reduce our operational emissions by 50% by 2030.



We are committed to being Net Zero by 2040.

## Sourcing and Materials

As part of our Responsible Sourcing Program, we ask our suppliers to source the most responsible packaging and logistics solutions available and to deploy circular business processes to eliminate all waste where possible.



As part of our Responsible Sourcing Program, we ask our suppliers to source the most responsible packaging and logistics solutions available and to deploy circular business processes to eliminate all waste where possible.



Keelings consumer packaging will be 100% recyclable by 2025.



## Biodiversity

As stewards of the land, we recognise our close partnership with nature. Through our 4 themes under our Biodiversity policy; Deforestation & Ecosystems, Farm Management, Pollinators and Water & Soil Health, we actively seek to nurture our natural ecosystems, a partner critical to our success.



We aim to see 100 new honeybee hives on our farms by 2025.



We have implemented no-mow policies and wildlife-friendly farm margins on our farms.

## Community Health and Nutrition

At Keelings, we are committed to improving the nutritional wellbeing of our communities. As a family business we recognise our close partnership with families who reside in the communities we operate in.



We have set a 5-year plan to partner with charitable organisations in the following areas of nutritional need: Homelessness, Children and Families in need, Food Banks and Specific Emergency Crisis.



We are committed to providing access to 750,000 portions of fruit annually to those communities who need it most.



For More Information on our Sustainability, please visit our corporate website > [www.keelings.com/sustainability](http://www.keelings.com/sustainability).



# ORGANIC TRUST CLG

Inspection • Certification • Training • Education

GUARANTEEING ORGANIC INTEGRITY SINCE 1992



Office A1, Town Centre House  
Naas Town Centre  
Naas, Co Kildare  
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Web: [www.organictrust.ie](http://www.organictrust.ie)

## SYMBOL CERTIFICATE

This is to certify that the

**ORGANIC TRUST SYMBOL**



has been awarded to

**Kish Fish Co Ltd H.Q.**

**Damian O'Meara**

**Malahide Road Industrial Park, Coolock, Dublin 17.  
D17 C674**

Additional Sites, Storage Facilities, & Subcontractors:

Kish Fish Co Ltd - Avoca Dunboyne, Piercetown, Dunboyne, Co. Meath

Kish Fish Co Ltd - Howth (Processing Unit), 8 West Pier, Howth, Co. Dublin

Kish Fish Co Ltd - Howth Retail, 8 West Pier, Howth, Co. Dublin

Kish Fish Co Ltd - Kish Fish Bow Street, 40-42 Bow Street, Smithfield, Dublin 7, Co. Dublin D07 X304

Kish Fish Co Ltd - Kish Fish Coolock, Malahide Road Industrial Park, Coolock, Dublin 17, Co.

for the following organically certified enterprises

Sourcing, Processing, Packaging, Distribution & Retailing of Certified Organic Salmon

This document has been issued in accordance with **Regulation (EU) 2018/848** to certify that the operator complies with that Regulation. The declared operator has submitted his activities/processes under control and meets the requirements laid down in the named Regulations as implemented in the Organic Food & Farming Standards in Ireland

Symbol/Licence No.: 1371

Valid From: 01/01/2025

Signed:

\_\_\_\_\_  
Stephen Connolly  
Chief Executive Officer

Valid Until: 31/12/2025

Organic Trust CLG - A Voluntary Not-for-Profit Organisation - Company Limited by Guarantee  
Registered No 193345 - EU, DAFM & DEFRA Approved Organic Certification Body  
Codes: IE-ORG-03, GB-ORG-09

Origin Green Verified Member



This certificate recognises that

KishFishCoLtd

is a Verified Member of the  
**Origin Green Sustainability  
Programme**

This certificate is valid  
until

**May 2026**

A handwritten signature in black ink, appearing to read "Deirdre Ryan", written over a thin horizontal line.

Deirdre Ryan  
Director of Sustainability &  
Quality Assurance, Bord Bia

An initiative by

**BORD BIA**  
IRISH FOOD BOARD



Origin Green sustainability plans are independently assessed and verified by Arthian. Arthian is a leading international sustainability, environmental, safety and engineering company recognised for technical excellence, passion, integrity and service quality.

# CERTIFICATE OF CONFORMITY

SAI Global Certification Services Pty. Ltd (INTERTEK SAI Global), accredited Certification Body No Z1440295AS certifies that:

## Kish Fish Co Ltd

**Site Address:** Malahide Road Industrial Park, Coolock, Dublin 17, Ireland

**BRCGS Site Code:** 1599991

having conducted an audit for the scope of activities

**Scope:** Primary processing (gutting, filleting, portioning, dicing, mixing) of chilled fish. Packing of chilled fish, salmon and mixed seafood. Packaging formats includes MAP packs and polythene liners.

**Exclusions from Scope:** Traded Goods - ready to eat products, frozen seafood products and shellfish.

**Product Category (ies):** 4 - Raw fish products and preparations

**Has Achieved Grade:** AA

Meets the requirements set out in the

**GLOBAL STANDARD for FOOD SAFETY ISSUE 9: AUGUST 2022**

**Audit Programme:** Blended Audit



**Auditor Number:**  
27862  
**Certificate Number:**  
FSM42438  
**Dates of Audit:**  
18 Nov 2024 - 05 Dec 2024  
**Certificate Issue Date:**  
03 Jan 2025  
**Re-audit Due Date:**  
(An.): 24 Oct 2025 to 21 Nov 2025  
(Unan.): 21 Jul 2025 to 21 Nov 2025  
**Certificate Expiry Date:**  
02 Jan 2026



**Calin Moldovean**  
President Business Assurance

SAI Global Certification Services Pty. Ltd.  
Level 7, Suite 7.01  
45 Clarence Street  
Sydney NSW 2000  
Australia





# CERTIFICATE OF REGISTRATION

The management system of certificate number **530064**

## **Kish Fish Company Ltd**

Malahide Road Industrial Park, Coolock, Dublin 17, D17 C674

has been assessed and certified as meeting the requirements of:

### **ISO 9001:2015**

Wholesale, preparation and distribution of Fresh & Frozen Seafood Products

Further clarifications regarding the scope of this certificate and the applicability of requirements may be obtained by consulting the certifier.



Valid from:

**Initial certification: 30 December 1998**

**Latest issue: 24 September 2024**

**Expiry date: 15 September 2027**

**Recertification before: 15 September 2027**

subject to annual assessments.

Authorised by

Mike Tims

Chief Executive Officer

**amtivo.ie**

Certificate issued by Amtivo (Ireland) Limited

Certification is conditional on maintaining the required performance standards throughout the certified period of registration.

Amtivo (Ireland) Limited, Block 20A, Beckett Way, Parkwest Business Park, Dublin 12, D12 P8R2.

## KeyGreen ESG Policy

### Commitment to ESG:

We strive to contribute to sustainable, equitable, healthy, and diverse communities through a combination of innovative business practises and exemplary environmental, social and governance (ESG) performance. This commitment informs every aspect of our business, including how we design and build new projects, operate our group of companies, collaborate with stakeholders and report progress.

We are committed to driving down our energy and carbon impacts, as we believe that climate change is one of the greatest risks to our world. Our sustainability program is committed to environmentally sustainable initiatives that deliver near-term efficiency, value, and health for our business, our people, and the wider community.

Our focus is to deepen relationships with our key stakeholders by investing in our employees and partnering with our customers, communities, and suppliers.

We are committed to engaging with our employees to provide a challenging, dynamic, inclusive and diverse work environment that supports their professional development, as well as promoting a good work-life balance that prioritizes their overall health and wellness.

Our focus is to promote strong oversight, transparency and risk management at all levels of our organization, ensuring the resilience and long-term preservation of value for our business.

Our ESG policies are front and centre of our focus as a business. These policies are under constant review to ensure that we continue to evolve in keeping up with best practices, but also to innovate and challenge ourselves to strive for better practices.

### Environmental:

**Accreditation:** KeyGreen consistently complies with all environmental legislation and all policy relevant Safety, Health, and Welfare regulations. The health and safety of our employees and the public is KeyGreen's foremost concern in conducting our business. We are fully ISO accredited having ISO 9001, 14001 and 45001 certifications. Our most recent audit took place in June 2022.

- Keywaste have been certified to ISO 14001 since 2015. Our environmental responsibility is embedded into our everyday operations. This certification is subject to annual external audits.
- Keywaste also has an EPA licence W0045 which contain strict conditions on how our waste activity is carried out to protect the environment from pollution that might otherwise arise.
- Contribute towards education of our customers and the public in waste prevention, minimisation & recycling/ recovery. KeyWaste are committed to prevent pollution in the activities carried out.

- As a result of this we strive to reduce our environmental impacts across all our daily operations.

**Recycling Focus & Zero Landfill Policy:** KeyGreen have adopted a zero-landfill policy. In practical terms this means that: all general waste is sent to a Waste to Energy plant, where waste is ultimately converted into electricity which is used in the National Grid; cardboard is fully processed, recycled, and shipped to mills and recycling plants; glass is turned into glass cullet after which it is ultimately recycled back into glass bottles. All hazardous medical waste is sent for steam sterilisation and ultimate disposal at a Waste to Energy plant.

In order to maximise recycling KeyGreen undertakes the following activities:

- Customer staff are trained in separating waste correctly onsite
- Signage and “Waste Management Guidelines” are provided to customers to assist with correct segregation and separation of waste
- Appropriate types and quantities of bins are provided in the correct locations to encourage maximum recycling opportunities at customer’s sites

One of the most important facets of waste management and reducing the carbon footprint is how it gets recorded and reported. Over the past few years KeyGreen have invested in an online portal, accessible to all customers, to enable them to get information on their site/s waste data when they need it. To have valuable data feeding into the portal has involved a significant investment in systems. Geo-Coding technology enables easier identification of collection sites. All the bins are setup fully labelled, chipped, and barcoded. The weighing system records the details on each lift of the date, time, bin size, bin type (municipal waste, organic waste, recyclable), weight, Vehicle ID & Tag ID. The ability for customers to view data on quantities of the different waste types that they are generating allows them to monitor their performance against their own recycling targets, as well as judge the impact of initiatives that are introduced to improve recycling levels.

In 2022, KeyGreen was nominated in the “Waste Recovery Operator of the Year” category at the Repak, Pakman awards.

**Food Waste & The Circular Economy:** At KeyGreen we believe in a green future. 100% of our food waste is processed using Anaerobic Digestion (AD) producing both Biogas and Digestate to support a circular economy including: - Renewable electricity supplying homes & businesses and the AD process itself. We divert 100% of our waste from landfills and instead convert it into energy to produce electricity. To date, we have powered 85,000+ homes. - Biomethane fuel to replace fossil fuels and used to power CNG vehicles - Organic fertilizer replacing non-renewable peat-based products and improving soil health. Over the last number of years KeyGreen’s organic waste processing increased on average 30% year on year. The AD plant used by KeyGreen for all its food waste was awarded “Best Large AD Plant” at the World Biogas Summit Awards in 2020.

**De-Carbonising the Fleet:** KeyGreen have started the journey on de-carbonizing its fleet of vehicles. This is a journey that we are committed to continuing. A replacement programme has been put in place whereby vehicles which have reached end-of-life shall be replaced with fully electric vehicles, starting with the smaller commercial vehicles, and moving up to the larger waste recovery trucks. In addition, KeyGreen have started using Hydrotreated Vegetable Oil (HVO) in the mobile plant and machinery used at its EPA licenced facility.

This has involved the installation of a dedicated storage tank at the facility. HVO is manufactured from 100% renewable and sustainable waste. The use of HVO as a replacement for diesel results in a reduction of CO<sub>2</sub> reductions of up to 90%. The use of HVO in the plant machinery as a diesel replacement allows KeyGreen to investigate the feasibility of its use in its fleet of diesel-fuelled HGVs. The fact that this fuel has significantly lower emissions than industrial diesel also provides safer working environment for our employees.

**Energy audits** – KeyGreen have carried out energy audits on our buildings and fleet. It has allowed the company to understand our energy use and what KeyGreen can do to be more efficient. The audits have highlighted areas where money can be saved, where greenhouse gas emissions can be reduced and overall meet growing energy demands. This process will be carried out at regular intervals and will remain under constant review, ensuring that we can continue to reduce energy usage.

### Social:

#### **Equal Opportunity:**

KeyGreen seeks to promote a model where the workplace is free from discrimination and harassment. The Company provide for equal opportunity and fairness in employment decisions. The Company provides a diverse workplace with staff from multiple nationalities. The Company do not discriminate on the basis of race, colour, gender, ethnicity, sexual orientation, place of origin, religious belief, age, marital status, family status or any other basis prohibited by law.

The Company endeavours to ensure that all employees are treated fairly in all aspects of the employment relationship to include performance appraisals, opportunities for promotion, disciplinary matters, hiring, compensation, access to training and termination.

#### **Health & Safety:**

The Company aims to provide and maintain safe and healthy working conditions, equipment, and system of work for all its employees and to provide such information, instruction and training as is needed for this purpose.

It is also the Company's policy to ensure that business is conducted in such a manner that members of the public are not exposed to risks to their health or safety. Appropriate preventative and protective measures are and will continue to be implemented.

The Company recognises the importance of employee communications on matters of health and safety and the value of individual consultation prior to allocating specific health and safety functions.

The Company has a comprehensive policy on Health & Safety Procedures.

#### **Sponsorship:**

##### **Peter McVerry-**

Peter McVerry Trust is KeyGreen's chosen charity partner. KeyGreen collects waste from Dublin's streets & many homes throughout the city, but we also come into daily contact with those who are living without a home. This inspired us to partner with

Peter McVerry Trust, a national housing and homeless charity committed to reducing homelessness and the harm caused by substance misuse and social disadvantage.

Our company supports Peter McVerry in several ways throughout the year; we support and take part in Welcome Home, Peter McVerry Trust, Wexford Cycle as well as running our own Christmas Lights campaign, in which we install Christmas lights on several of our trucks and raise funds and awareness using our social media channels.



**Judes Giants-**

Additionally, KeyGreen sponsors a local GAA team, Jude's Giants of St.Judes GAA Club in Templeogue. This team provides opportunities for children with additional needs to participate in sport and physical activity.

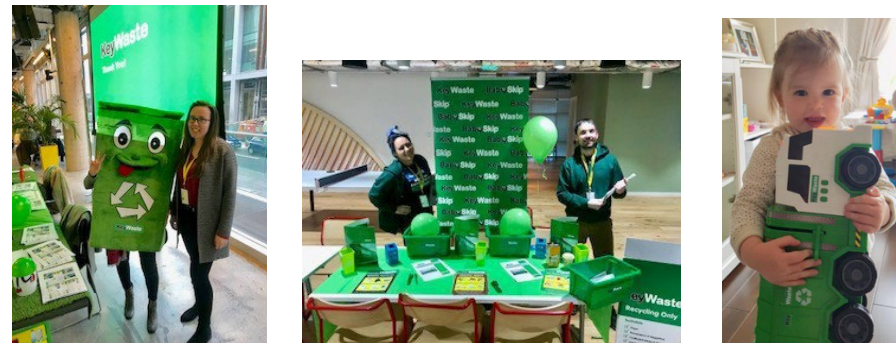


**Education:**

KeyGreen is fully committed to environmental sustainability and driving real change. One of our commitments is towards increasing education and awareness. Our initiatives range from domestic educational flyers, online videos, bin store segregation signage, right through to on-site educational workshops for larger commercial organisations, all in the effort to reinforce the recycling and environmental messages.

A few examples we'd like to highlight are:

1. **On-going evaluation of waste management** for commercial customers and education on continuous improvement is important to us. Management reports are provided including recording of contamination rates in the recycling/ composting waste streams. In addition further training and marketing support is then offered to address the problems identified in the analysis.
2. **Workshops for our large commercial businesses:** We use our 'Wastie' mascot to help create a buzz in the office and get people to engage in the process. This is an innovative change to the traditional presentation format. We include quizzes and other methods to get the key messages to resonate and be remembered by participants. We have a proven track record in the development of training programmes, providing on-the-job knowledge transfer and imparting best practices during the course of our workshops. We involve all clients on-site including cleaners, tenants and suppliers.



### 3. Training And Management of Waste on Site

- Staff will be educated in separating waste correctly onsite
- A regular cleaning of the bin areas and bin receptacles will be in place
- Signage and 'Waste Management Guidelines' will be provided
- Correct internal bins will be situated in the various locations to ensure correct separation of waste streams
- The site will maintain procedures and practices to reduce any unnecessary waste usage the 'Waste Hierarchy' below

At KeyGreen we aim to empower our customers to manage their waste streams in a more environmentally focused way using the waste hierarchy framework.

As part of the Waste Hierarchy framework, options for refuse management are ranked according to their environmental impact. As a result of using this framework, we can educate our clients about where they currently stand within the waste hierarchy, along with plans on how they can move up the hierarchy and reach a more desirable waste management option.



The Pyramid theory is used to organize the waste generated by multiples. We should always aim to reach the options at the top of the pyramid when dealing with our waste due to their minimal impact on the environment. The alternatives become less appealing from an environmental perspective as you move down the pyramid.

As part of our service, we strive to educate our clients beyond the idea of "reduce, reuse, recycle" and introduce them to a more conscious approach to waste prevention.

**Governance:**

KeyGreen believes that in order to be successful, it must work to the highest standards of professionalism and adopt Company values which allow it to attain high levels of performance while maintaining honesty, integrity and professionalism in all levels of business activity.

**Compliance With Laws**

The Company business must be conducted in compliance with all applicable laws and regulations. The Company will not tolerate illegal activity conduct for personal gain or on the Company's behalf.

**Bribery & Corruption**

The Company will not tolerate any form of bribery and corruption, and this applies to all Directors, employees, contractors, consultants, business partners, suppliers, clients, and any other third party involved with the Company. The Company is bound by the Prevention of Corruption (Amendment) Acts 1889 to 2010.

**Bullying, Harassment, & Sexual Harassment**

The Company will not under any circumstance, tolerate discrimination, bullying, harassment, sexual harassment, or any disrespectful behaviour by one employee against another/others for any reason.

The Company promotes the principle that the reality of diversity is about being able to work effectively with people who do not share an employee's background, experience, or self-identification.

Lack of respect towards others can be portrayed in words, conduct, acts or demeanour. The Company encourages a workplace which promotes the culture of dignity, respect, and openness to diversity to be reflected in the business practices and conduct of all employees. The Company has a comprehensive policy which details procedures on resolving issues or complaints of bullying, harassment and sexual harassment. Please refer to the Employee Handbook for further details.

**Forced/Bonded Labour**

KeyGreen is opposed to all forms of human trafficking and slavery and takes all necessary steps to ensure the promotion of sound, moral and ethical practices throughout the whole of its business. We are committed to ensuring that there is no modern slavery or human trafficking within our supply chains, or in any part of our business and require that our supply chain partners adhere to the requirements of the Modern Slavery Act 2015

- Suppliers must not use Forced, Bonded or Involuntary Labour.
- Employment must be freely chosen.
- Open and transparent procedures must be on display at all times at the location of the suppliers.
- Workers must not be required to lodge deposits or identity papers with suppliers.
- Workers must be free to leave their employment after reasonable notice has been given.

**Child Labour**

Suppliers must not use child labour. Child labour is defined as work that deprives children of their childhood, the opportunity to attend school and fulfil their potential and that is harmful to their physical and mental development.

Suppliers must be able to verify the age of all employees to ensure no child labour is used. KeyGreen refers to the International Labour Organization's Minimum Age Convention, 1973 (No. 138), where the minimum age for work is defined as being below the age for finishing compulsory schooling, and in any case not less than 15 years of age.

**Illegal Labour**

Suppliers must not use Illegal Labour.

Suppliers must be able to verify the legal entitlement of their employees to work in the country of employment.

**Wages And Benefits**

Wages and benefits paid for a standard working week must meet as a minimum national or industry standards, whichever is the higher. In any event, wages should always be enough to meet basic needs and to provide some discretionary income.

Deductions from wages may only occur with the express written permission of the worker concerned.

Deductions from wages for disciplinary measure are not permitted.

Suppliers must be able to provide document prove that they are complying with international labour law including rates of pay, hours of work, sick leave and holidays.

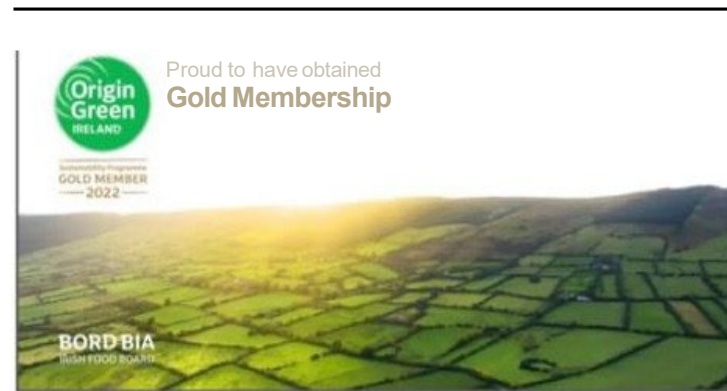


## Origin Green Gold Membership

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We are proud to announce that we have been awarded Origin Green Gold Member status for 2022, an initiative by Bord Bia - The Irish Food Board. Gold Membership is awarded to companies that have shown exemplary performance in Sustainability throughout the year.

We are committed to improving and enhancing our performance in areas such as raw material sourcing; water and energy efficiency; waste reduction; packaging; and social sustainability.



Thank you to our people, suppliers and customers for helping us to achieve our ambitious sustainability and responsibility commitments.

Kind Regards,  
Des Ferris  
Technical Director  
Keelings



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**THE ZERO IMPACT CLEANING FORCE**   
 which respects environment and people

The Zero line was born in 2015 and now, thanks to research and to the significant results achieved, we have widened our range of products by increasing the usage of natural origin raw materials obtained from renewable sources.

Now, Zero and Zero Extra represent, in the Professional market, **the most complete vegetal origin product line** which can meet all cleaning requirements on the market in an effective way and with a special attention for the environment.

More and more...  
 ...a true force of nature for your cleaning!



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**ZERO and ZERO EXTRA ADVANTAGES**

## RENEWABLE RAW MATERIALS

**WITH VEGETAL ORIGIN INGREDIENTS**

**ALKYLPOLYGLYCOSIDES (APG)** : they come from the processing of renewable sources (for examples, potatoes and corn). They are surfactants: they change the surface tension on dirt, helping its solubilisation and removal; They have emollient properties (they are used in cosmetics). They are not dangerous for the environment

**COCONUT SOAP**: it comes from coconut oil saponification process (salification); It contains glycerine which reduces skin irritation thanks to its emollient action; It has a solubilising action on greasy dirt (organic residues); It helps the chemical stabilisation of formulas.

**ETHYL ALCOHOL**: it comes from sugar beet fermentation. It is used as solvent and sanitiser and helps solubilise dirt on surfaces by mechanically removing germs and bacteria; It helps evaporation.

**LACTIC ACID**: it is a vegetal origin product coming from sugar beet fermentation processes. It can be used as limestone remover and PH regulator.

**CITRIC ACID**: this substance is present in nature in many vegetal organisms, for example it is contained in significant quantities in lemon and orange juices; Its primary function is the removal of limestone.

**FRAGRANCES**: all the products have a pleasant fragrance (for examples apple, apple vinegar, water lily, pine). All the fragrances used in the Zero line comply with Ecolabel requirements and IFRA standards.

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# PRODUCT FEATURES & USP

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### ZERO and ZERO EXTRA ADVANTAGES

**Zero natural force**

- VEGETABLE RAW MATERIALS and FULLY BIODEGRADABLE PRODUCTS
- WITHOUT NICKEL, COBALT and CHROMIUM  
0.01 ppm (mg/kg): allowed limit in ZERO  
5 ppm (mg/kg): concentration limit considered as "safe".
- ALLERGEN-FREE  
The Sutter Zero-line products do not have a warning label for allergic sensitisation
- PARABEN-FREE
- DERMATOLOGICALLY TESTED.
- SUTTER GROUP DOES NOT CARRY OUT ANY TEST ON ANIMALS

**Zero natural force**

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### ZERO and ZERO EXTRA ADVANTAGES

**Zero natural force**

The Zero products do not have CLP pictograms, therefore they are not classified as hazardous (Reg. 1272/2008/EC CLP)

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**Zero natural force extra**

The Zero Extra products, in order to guarantee the high cleaning standards required in special applications, are fully biodegradable and from vegetal origin but still contain some active substances which require the application of some pictograms.

**Zero natural force**

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### ZERO and ZERO EXTRA ADVANTAGES

- Superconcentrated detergents
- 100% recycled and recyclable (plastic bottles)
- No symbols of danger
- Mild fragrances to reduce at maximum the allergen

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### ZERO and ZERO EXTRA ADVANTAGES

- No animal origin components: the Zero-line products do not contain raw materials of animal origin
- No cruelty: the Zero-line products and their components have not been tested on animals
- 85% of products Ecolabel certified

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### The EU Ecolabel detergents

- To be awarded the EU Ecolabel, products and services must comply with ecological criteria that are set by panels of stakeholders and assessed by **independent experts**.
- The label ensures that the best decisions for the environment are made at every point of the **product's life cycle**, while delivering high-performance products and value for money

**Zero**  
natural force

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### The EU Ecolabel detergents

- EU Ecolabel household detergents must respect minimum **thresholds for Critical Dilution Volumes**, must be composed of biodegradable surfactants and comply with strict restrictions on the number of hazardous substances present 
- the EU Ecolabel **limits the amount of plastic** and waste destined to landfill by setting weight/utility ration (WUR) requirements to ensure that only the necessary amount of packing is used for the product. 
- the EU Ecolabel detergents have been submitted to **test to evaluate efficacy** and cleaning power in comparison to conventional corresponding detergents 

**Zero**  
natural force

**Sutter**  
PROFESSIONAL

14



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20