



Apetit Group's Operating Policy

Apetit is a Finnish food company. Its business segments are Food Solutions, Oilseed Products, Grain Trade and Seafood. The Group's parent company is Apetit Plc. These operating policies apply to all Group companies in all operating countries.

Apetit's vision is to be the leader in vegetable-based food solutions. We create well-being with vegetables by improving the management of the food supply chain, creating new food and service solutions, and by constantly renewing ourselves. Profitable operations allow continuous improvement and growth.

We act responsibly and take into account the needs and expectations of customers, personnel, shareholders and society. We develop our operations continually, as demanded by our changing business environment. We comply with legislation that applies to our operations and with international commitments and recommendations regulating responsible operations. Effective internal and external communications play a central role in our operations.

Operational objectives of the Apetit Group:

1. We endeavour to improve customer satisfaction every day.
2. We systematically improve the quality and safety of our products throughout the food supply chain.
3. We want to be the best place for our employees to work. We support employee development and employees' desire to develop their workplace.
4. We actively improve occupational safety and employee well-being in all operations.
5. We seek to take the principles of sustainable development into account as well as we can. We have identified the principal environmental effects of our operations and we work to reduce them and to promote the sustainable use of natural resources.

Group management is committed to the continuous improvement of our operations and steers the company in accordance with these operating policies. The Group CEO, together with Corporate Management, ensures that the operating policies are current and oversees compliance with these operating policies in management reviews.

These operating policies are supplemented by the Code of Conduct, which all Apetit Group employees must comply with.

Espoo, 25 August 2016

Apetit Plc

Juha Vanhainen

CEO