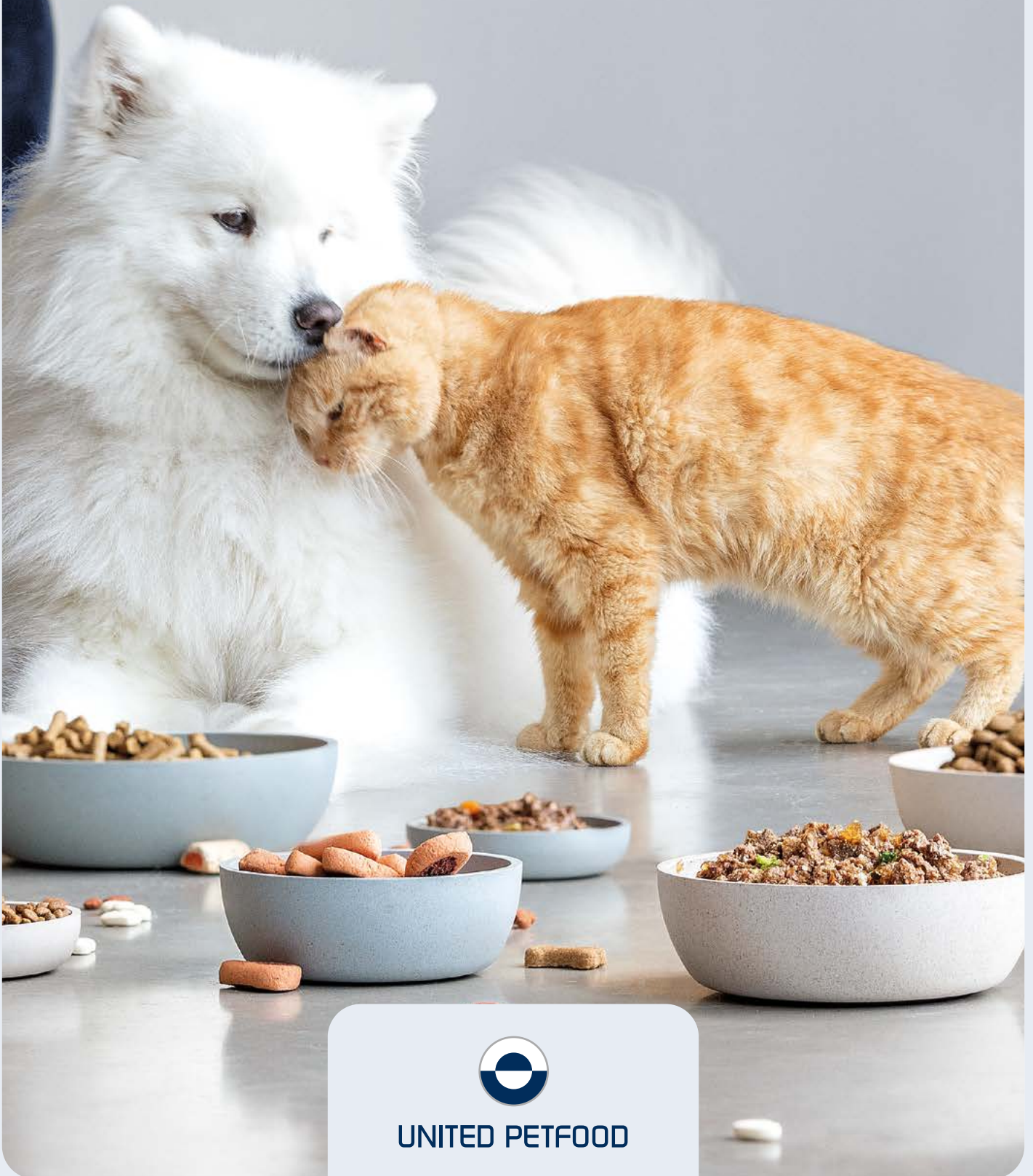


UNITED PETFOOD

Sustainability Status Update 2024



UNITED PETFOOD

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We try to minimize our pawprint.

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Dear readers,

We are proud to present our sustainability update, showcasing our dedication to sustainability and our ongoing efforts to contribute positively to pets, people, planet and society while minimizing our negative impacts.

As a leading player in the pet food industry, it is our responsibility to not only ensure the health and well-being of pets but also care for our people and contribute to a healthier planet for all living organisms.

United Petfood is a fast-growing company with a team of very passionate employees. Together we want to make a difference in the life of pets by producing high-quality pet food for millions of cats and dogs around the world. Our rapid growth also brings challenges. In terms of sustainability we have already taken a number of important steps. This report provides insight into our efforts to integrate sustainability into all our business processes, from our supply chain and production to our commitment to the communities in which we operate.

This report reflects our continuous pursuit of improvement. Together, we can make a difference and protect our planet and society for future generations.

On behalf of the entire United Petfood team, I would like to thank our employees, partners and customers for their ongoing support in achieving our sustainability goals.

We are on a journey and with each passing day, we strive to surpass yesterday's efforts.

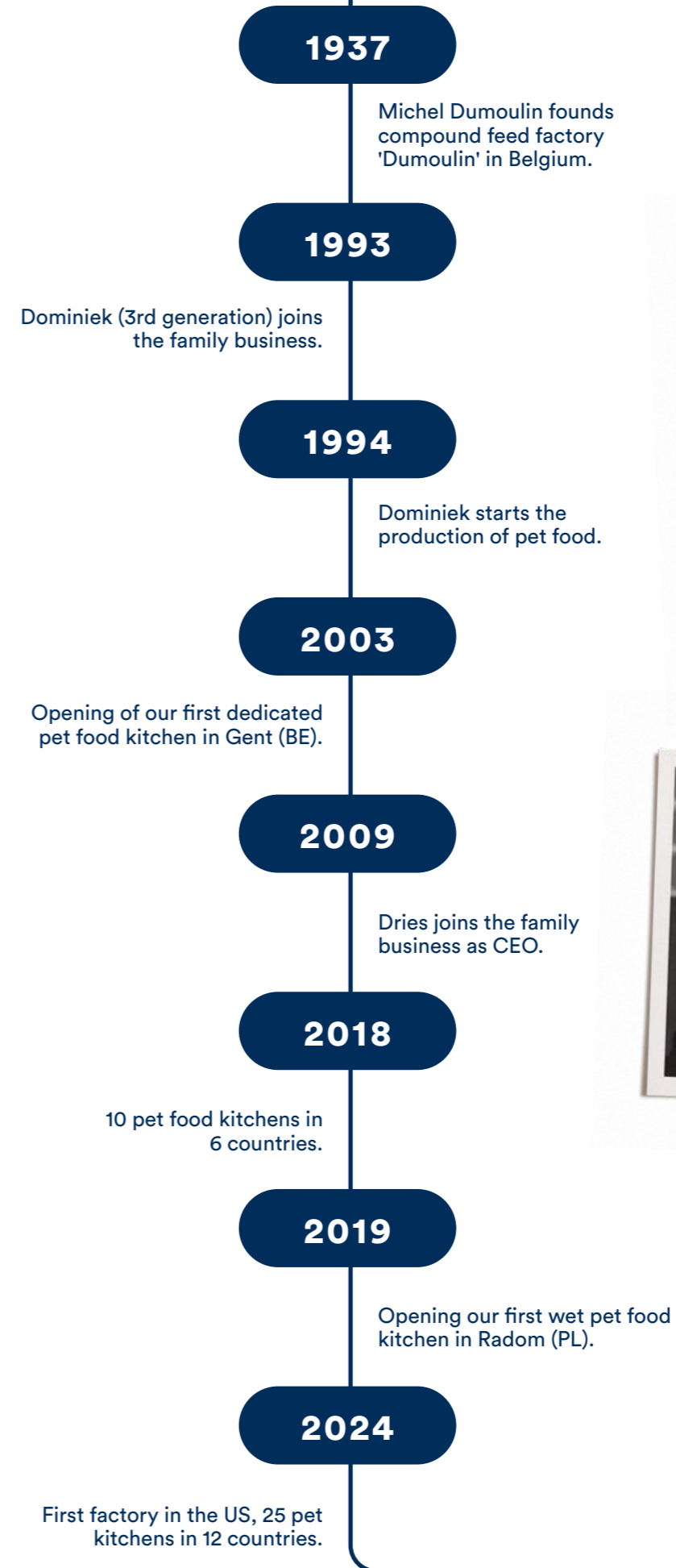
***Dominiek Dumoulin, Founder & Dries Eeckhout, CEO
United Petfood Group***

Allow us to introduce ourselves



A BELGIAN FAMILY BUSINESS

This year we celebrate a special milestone: 30 years ago, in 1994, United Petfood was founded in Andenne. It marks the beginning of a journey that has brought us to where we are today – a journey full of challenges, growth and innovation. Thirty years later, our united family has grown to 2600+ team members and a network of 25 pet food kitchens in Europe, Turkey and the US.





OUR MISSION

We are a private label producer of high-quality dry & wet pet food, biscuits & snacks. We provide our customers with the latest concepts in quality pet food and access to global markets.

Our knowledge and experience enable us to collaborate with partners to create and tailor pet food products that meet specific needs and requirements. United Petfood can be your trusted partner, from product development right through to delivery.

OUR UNITED DNA

We are an international team fueled by passion and dedication, and united by one common goal: a healthy planet filled with healthy pets.

But it doesn't stop there: we genuinely care about building encouraging, supportive, long-lasting partnerships, both inside as well as outside our fast-growing family company.

By only working with the very best ingredients and most innovative technology available, we create pawsome pet food that brings joy to millions of pets worldwide!

OUR VALUE CHAIN



KEY NUMBERS



Chart 1 Renewable energy consumption

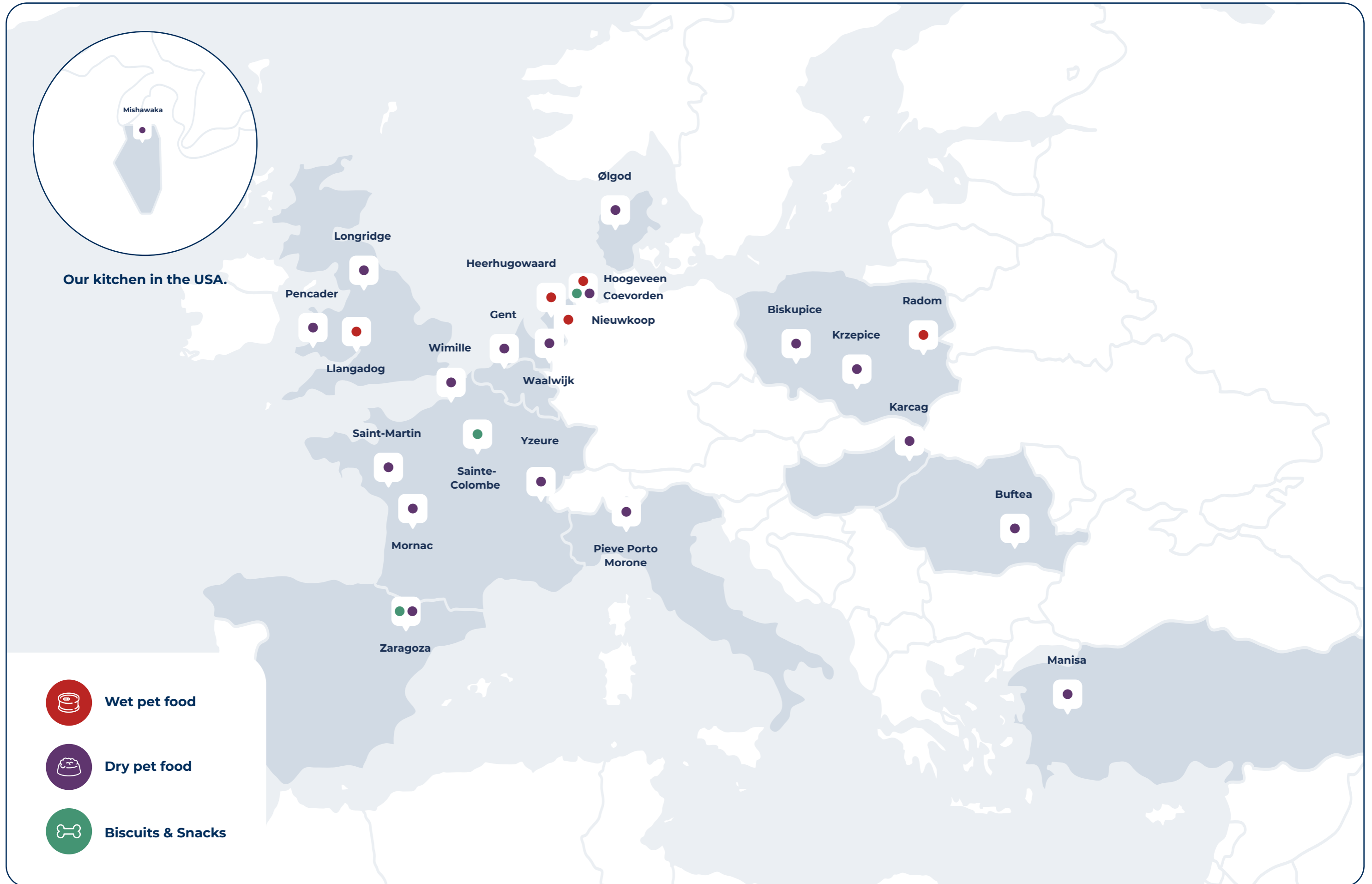
Chart 2 Water intensity



Chart 3 Scope 1 & 2 GHG emissions

Chart 4 Scope 1 & 2 GHG emissions intensity

FROM OUR 25 PETFOOD KITCHENS TO THE WORLD



INTEGRITY



INNOVATIVE



UNITED



COST-EFFICIENT



OUR VALUES

HANDS-ON



CUSTOMER-CENTRIC



9 million smiling dogs each day

14 million happy cats every day

25 high-quality kitchens

95+ export countries

2600+ pet friendly employees

1.100.000 ton delicious pet food

OUR PETFOOD RANGE

United Petfood offers a full range of high-quality pet food products which are adapted to a pet's specific needs. All our products are made entirely inhouse!

Our snacks are made with high-quality & locally grown ingredients in our dedicated factory in Spain. They come in various shapes and colors and are great as a healthy & tasty reward for our furry friends.

Our biscuits are healthy & tasty rewards for any pet. They are oven- baked with the greatest care at our two dedicated factories in France & The Netherlands, using high-quality & locally grown ingredients only. Our biscuits come in various shapes and colors.

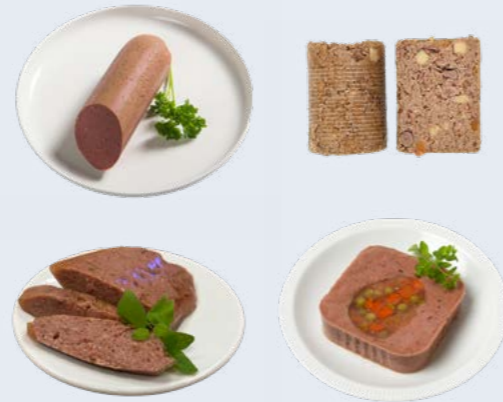
Our wet food is made with human grade ingredients and is grain-free.

DRY FOOD



Extruded Kibbles, cold pressed kibbles & oven baked kibbles.

WET FOOD

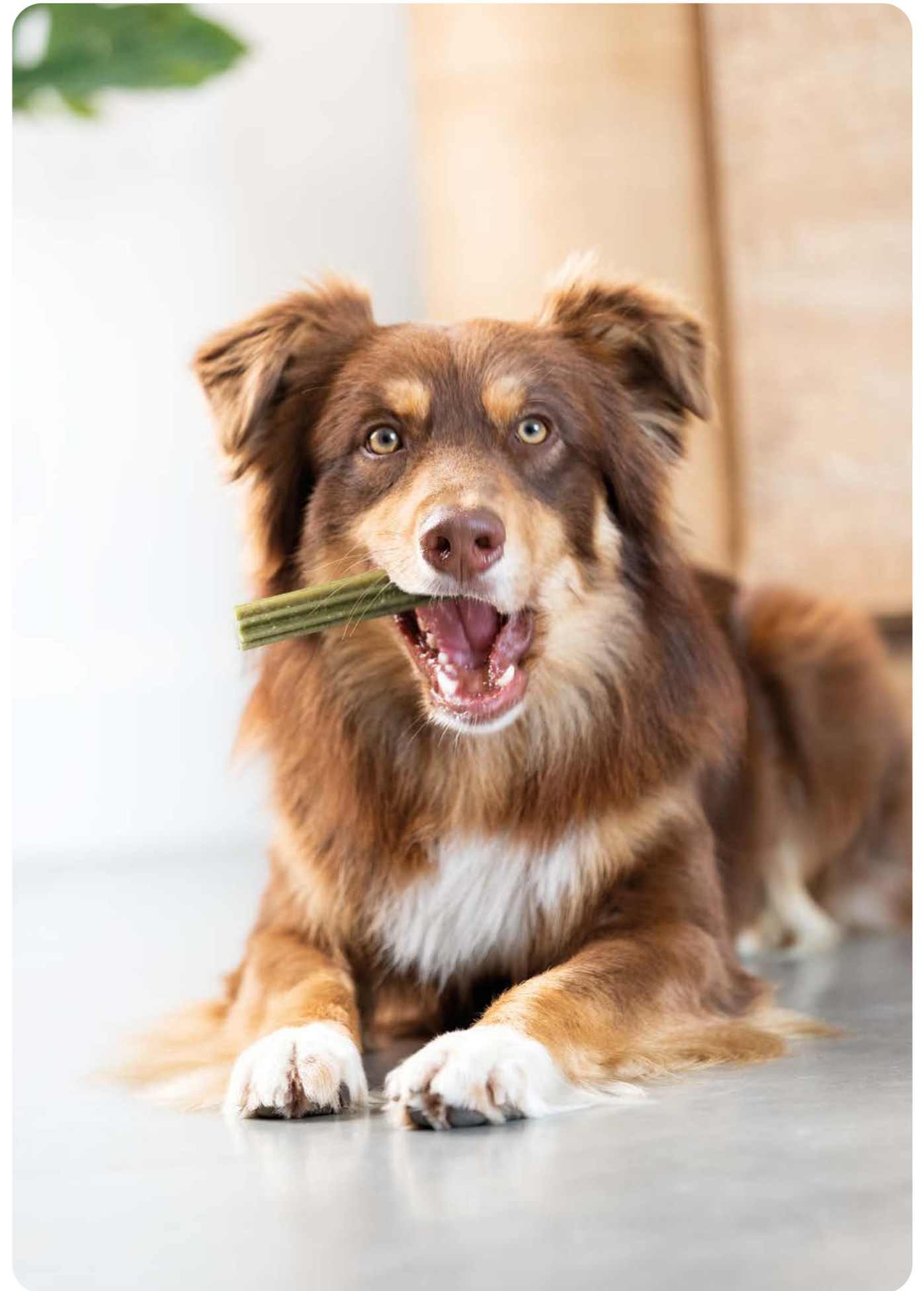


Pouch, tray, can, sausage.

SNACKS



BISCUITS



Sustainability at United Petfood



UNITED PETFOOD'S COMMITMENT TO THE FUTURE

We create delicious food for dogs and cats worldwide. As a Belgium-based family business, we guarantee the development of high-quality, innovative and sustainable products for our international customers. With a team of over 2,600 employees, we dedicate ourselves daily to creating perfect products.

As an international player, we aim to take responsibility in terms of sustainability and contribute to a healthy planet for all species. For us, sustainability means not only producing and sourcing with minimal impact on the environment but also establishing long-term partnerships with our customers, suppliers and employees. United is the common thread in everything we do.

At United Petfood, sustainability has always been part of our DNA and we are now intensifying our efforts to formalize and operationalize this commitment. We have hired a dedicated ESG coordinator and established a diverse ESG working group to spearhead these initiatives. A double materiality analysis is underway to identify key environmental, social and governance priorities, which will shape our overarching sustainability strategy and help us set clear objectives. We have drafted group-wide policies on key topics to ensure consistent and aligned practices across our entire organization.

In parallel, we are working on improving the quality of our ESG data across the organization, ensuring we have the transparency needed to track progress effectively. We are also developing GHG reduction targets aligned with the Paris Agreement and the Science-Based Target Initiative (SBTi), along with a detailed reduction strategy. Our journey is still in the early stages but our goal is clear: to build a responsible, sustainable future for United Petfood.

Throughout the supply chain, we value the health of people, the planet and pets through our products. We continue to innovate and invest in projects that fully support this vision.



3 CORNERSTONES

PEOPLE

At United Petfood, we prioritize family values and are committed to creating a supportive and inclusive work environment where employees feel united, safe and valued. With over 2,600 team members, we embrace growth and adaptability across our operations.

We focus on health, safety and well-being, ensuring a positive work environment and continuous learning opportunities. Spanning 25 pet kitchens across 12 countries, our diverse workforce is the cornerstone of our success. We also implement responsible and ethical sourcing practices, fostering sustainable relationships with our partners.

PLANET

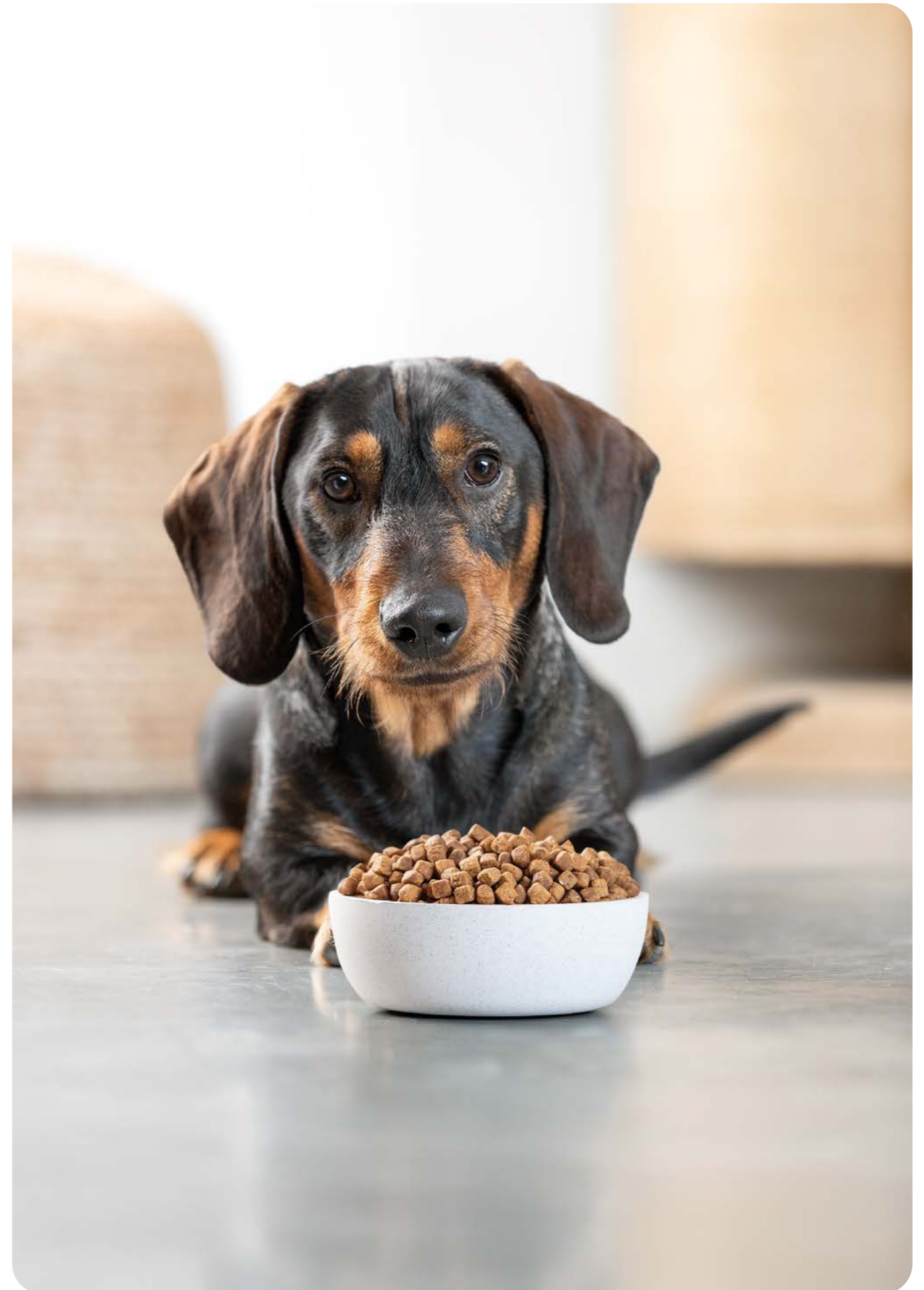
We recognize the critical need to address environmental sustainability across our operations. We focus on reducing greenhouse gas emissions, enhancing energy efficiency, promoting the use of renewable energy, and improving our logistics network.

PRODUCT

We prioritize the highest standards of food safety and quality. Our dedicated quality controllers oversee every step of production, ensuring that all products meet strict safety criteria.

Our Good Food Principle ensures our products are crafted for optimal taste, digestibility, and health.

We also lead in product innovation, offering tailor-made solutions from ingredient selection to packaging.



Sustainability: People

A UNITED WORKPLACE

At United Petfood, we embrace family values on a daily basis and remain committed to pursuing them. Our efforts are focused on creating an encouraging work environment where our employees feel united, happy and safe, both on the floor and in our offices.

We stimulate career growth and encourage proactive initiatives, where development opportunities are in the hands of our employees. We empower our people to be entrepreneurs with a doer's mentality and believe that motivated and engaged teams are the backbone of our success.

As a rapidly growing company with 2,600+ employees, we are faced with a constant challenge to adapt quickly and maintain a dynamic approach across our operations and pet kitchens.

HEALTH, SAFETY AND WELL-BEING

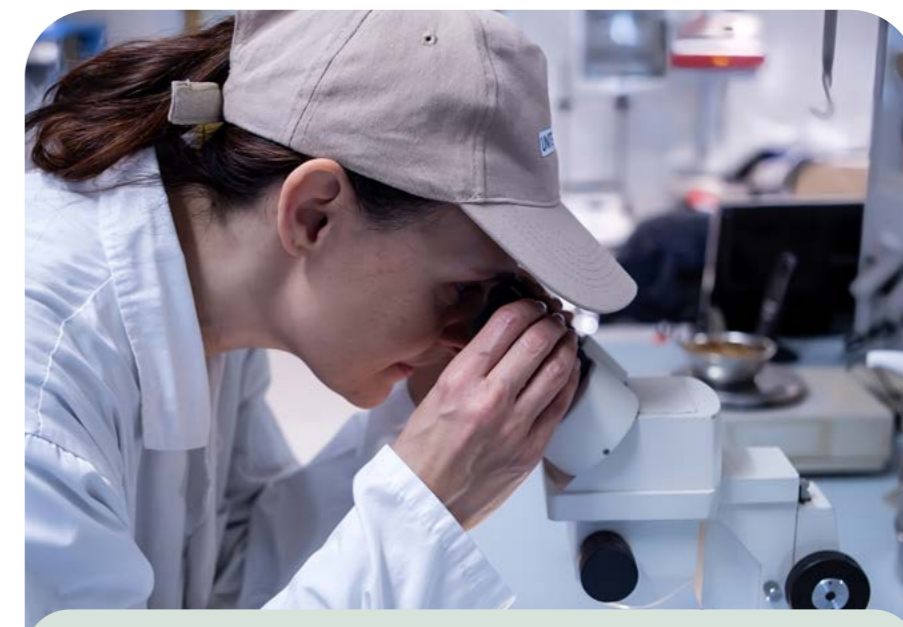
We are committed to creating a workplace that is not just healthy and safe, but also a place where everyone thrives and feels valued.

Creating safe working environments

We have implemented robust safety protocols across all our pet kitchens. These include state-of-the-art machinery with built-in safety features, regular maintenance schedules and emergency response plans. Our production sites adhere to stringent hygiene standards, ensuring not only the safety of our products but also the health of our employees. We conduct regular external and internal training sessions, which are regularly reviewed and updated to provide a safer way of working along with knowledge of risks and controls in the workplace. By fostering a proactive safety culture, we encourage our team members to actively identify and report potential hazards and suggest improvements.

	Unit	2023
Work related fatalities	#	0
Total recordable incident rate (TRIR)	work-related injuries x 200,000 / total hours worked	2.4

Chart 5 Total recordable incident rate



Local initiatives

- In 2023, 95% of our locations performed health & safety audits, 1/3 of which were performed by an external party and 2/3 internally.
- Several of our pet kitchens have already obtained ISO 45001 certification for occupational health & safety (Romania & Turkey).

A positive work environment

Well-being is essential for maintaining a positive and productive work environment. Across our various locations, we have implemented a range of initiatives to enhance the overall satisfaction and happiness of our teams.

At many of our pet kitchens, including Denmark, Romania, Spain, the UK and Poland, we have appointed staff representatives to foster effective dialogue between employees and management. This ensures that employee concerns and suggestions are effectively communicated and addressed, further contributing to a supportive and positive work environment.

We remain committed to nurturing a workplace culture that prioritizes the well-being and satisfaction of our employees, recognizing that this is key to the success and growth of our organization. Dialogue is at the heart of our organization. Our flat structures promote a culture of feedback where we actively listen to our employees. By incorporating their input, we set priorities in both policy and strategic initiatives, ensuring that our decisions align with the needs and aspirations of our employees.



As someone who is deeply committed to people, my mission is to foster a positive and empowering work environment for both current and future employees. I believe in the strength of collaboration, the importance of connection, and the value of creating synergies. By building bridges across the United Petfood Group, I aim to cultivate a strong sense of belonging for every member of our team.

*Rani Van den Berghe,
Group HRBP*

Local initiatives

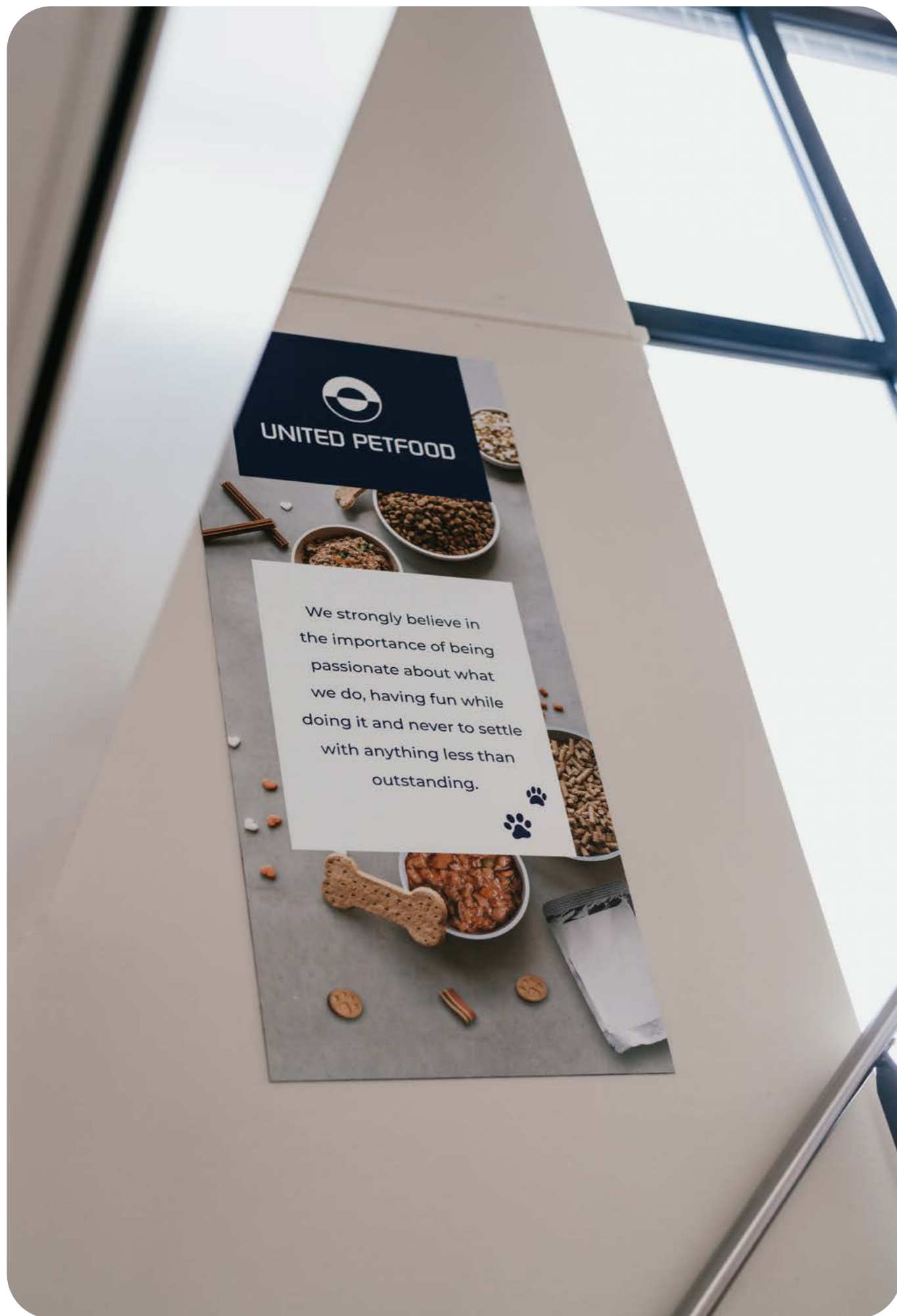
- In the UK, we conduct an annual employee satisfaction survey to closely monitor the well-being and happiness of our employees, ensuring that their voices are heard and their needs are met. This proactive approach allows us to identify areas for improvement and celebrate successes within the workplace.
- In Poland, programs such as MultiSport, LunchPass, Fruit Days, and English courses significantly enhance employee well-being and satisfaction by promoting physical health, balanced nutrition and personal development.
- At several of our locations (Denmark, Romania, Spain, UK and Poland), staff representatives have been appointed to promote effective dialogue between employees and management.



LEARNING AND DEVELOPMENT

At United Petfood, we believe that our people are our greatest asset. Their skills, creativity and commitment are the driving force behind our success. To foster a culture of continuous improvement and innovation, we prioritize learning and development, providing our employees with the resources and opportunities they need to grow, both professionally and personally.

We understand that the key to staying competitive in a rapidly evolving industry is continuous learning. We are dedicated to creating an environment where learning is encouraged and accessible to all employees. From the moment they join our team, employees are immersed in a culture that values curiosity, knowledge sharing and ongoing professional development.



EQUAL OPPORTUNITIES FOR EVERYONE

United Petfood respects every individual's right to a working environment free from discrimination and harassment and is therefore committed, jointly with our Diversity & Inclusion policy and Employee Health & Safety policy, to creating and maintaining a safe, inclusive and healthy work environment in which people are treated fairly with dignity, decency and respect. Our 25 pet kitchens, located across 12 countries in Europe and the US, are operated by a diverse team of people representing various backgrounds and cultures.

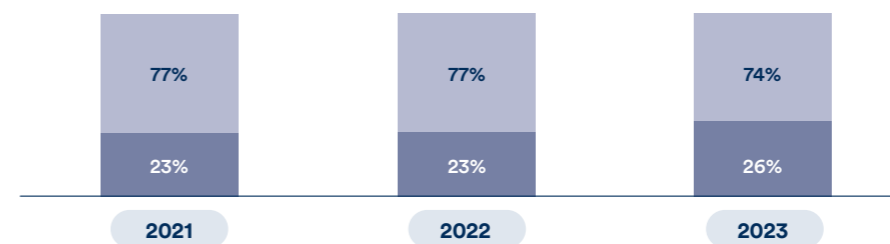


Chart 6 Gender diversity
 ■ Men
 ■ Women

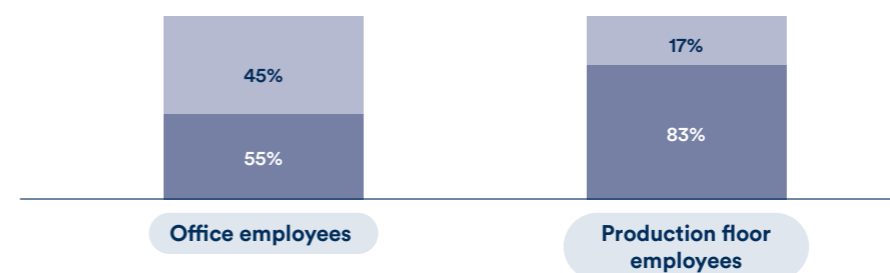


Chart 7 Gender diversity - office vs. production floor
 ■ Women
 ■ Men

Local initiatives

- Our Italian plant has received external certification to the fact that there is no discrimination between men and women.
- In the UK, managers participate in LM training (leadership and management training) to better assist employees on diversity, inclusion, discrimination, bullying and harassment.
- In Romania and Spain, clear harassment protocols covering possible conflicts of sexual harassment, gender-based harassment, moral harassment, LGBTBI harassment... are properly implemented and made available to all staff. In Spain there is also an anonymous whistle-blowing channel for these issues.
- Our Spanish plant has agreements with Special Employment Centers that employ people with disabilities, a collaboration which we have been intensifying in a very satisfactory way.



SUSTAINABLE PARTNERSHIPS

RESPONSIBLE AND ETHICAL INGREDIENT SOURCING

With both customers and suppliers, we lay the foundation for sustainable relationships rooted in trust and transparency. We are proud to say that 95% of our supplier partnerships have existed for more than 20 years. In this close collaboration, we encourage our partners to make conscious and sustainable decisions.

Our raw materials form the basis of our high-quality pet food. All raw materials delivered to our production facility undergo a thorough inspection upon arrival before the ingredients are unloaded and used in our production process.

We work with healthy, local ingredients to maximize the sustainability of our resources. If improvement areas are identified, we work closely together with the supplier to develop an action plan to make improvements in a collaborative way and grow together.

All our suppliers of goods and services are expected to comply with our Supplier Code of Conduct.

Working conditions in the supply chain

Our Supplier Code of Conduct ensures that every employee or worker is fairly and ethically treated. Every supplier has to commit to a workplace free from any kind of verbal, physical, psychological or sexual harassment or abuse.

Sustainable ingredients

We've been actively working on gaining a clearer understanding of emissions associated with each ingredient as part of our Scope 3 GHG emissions calculations. This way, we aim to provide a more detailed, internal perspective on the environmental impact of our products throughout the supply chain. By enhancing our understanding, we will be better positioned to have more informed conversations with our clients about the sustainability of our products.

Local initiatives

MSC certified fish is sourced in Belgium, Spain, France, Poland and the Netherlands

PET SUSTAINABILITY COALITION

Together with the PSC, we are committed to creating a more sustainable pet food industry. This begins with our membership, which supports and ensures our dedication to continuous improvement and active involvement.



Sustainability: Planet

REDUCING GREENHOUSE GAS EMISSIONS

Climate change, driven by greenhouse gas (GHG) emissions, is a critical global challenge. At United Petfood, we are committed to taking responsibility by measuring, managing and reducing our GHG emissions. As such, we've been investing in energy efficiency measures and renewable energy in recent years, as well as the optimization of our logistics and distribution.

Since 2022 we have been investing in the improvement of our data quality on a group level. We now have a new and dedicated monitoring tool to measure the emissions of our 25 pet food kitchens. The next step is to define clear goals in line with the Paris Agreement and the Science-Based Target Initiative and a decarbonization plan in the coming period. We continue to improve our Scope 3 data, as our largest contribution to climate change originates from the ingredients we source. As this process is ongoing, we are not yet able to report our Scope 3 emissions but will provide detailed information in future reports.

In 2023, United Petfood recorded a 16.1% increase in absolute Scope 1 and 2 greenhouse gas (GHG) emissions compared to 2022, which is largely attributed to our expansion in production capacity and the integration of new facilities. Despite this, we are pleased to report a decrease in GHG intensity (-13.18% for revenue intensity, -11.55% for GHG emissions per ton of petfood), reflecting our efforts and commitment to more efficient energy use and sustainable operations. This improvement in GHG intensity demonstrates that while our operations have grown, we have successfully implemented strategies that enhance energy efficiency and reduce emissions per unit of output. We remain focused on further reducing our environmental impact as we continue to expand.

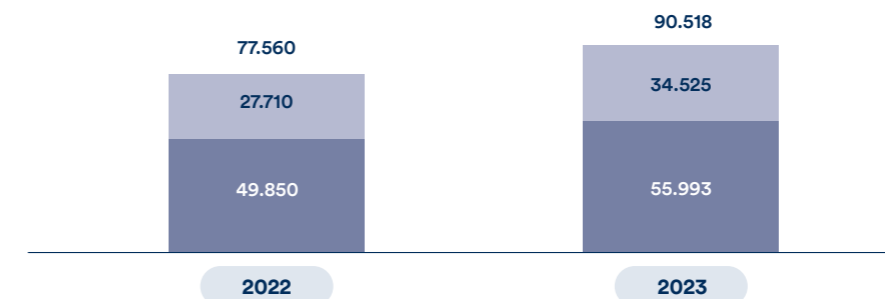


Chart 8 Scope 1 and 2 GHG emissions

■ Scope 1 GHG emissions
■ Scope 2 GHG emissions (market-based)

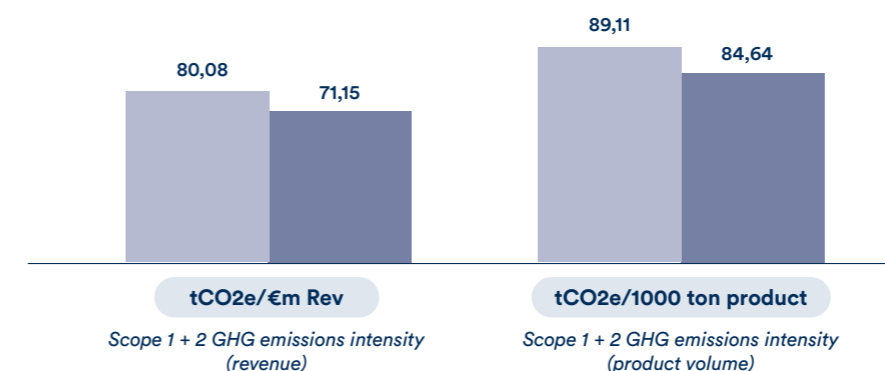


Chart 9 Scope 1 and 2 GHG emissions intensity

■ 2022 ■ 2023

REDUCTION OF UNITED PETFOOD'S ENERGY CONSUMPTION AND OUR IMPACT ON THE CLIMATE CRISIS

The production of our pet food is not possible without energy consumption. We therefore recognize the important role of energy management in reducing our impact.

Energy efficiency

We fully invest in the latest technology and high-tech equipment to minimize our energy consumption across the different pet kitchens. From optimizing production lines and upgrading equipment to implementing advanced monitoring systems, we are focused on reducing energy waste and maximizing operational efficiency. These efforts not only lower our carbon footprint but also contribute to cost savings, enabling us to reinvest in further sustainability initiatives. Though there is still much to improve, our efforts are clearly paying off: between 2021 and 2023 our energy intensity (product volume) dropped by 16%.

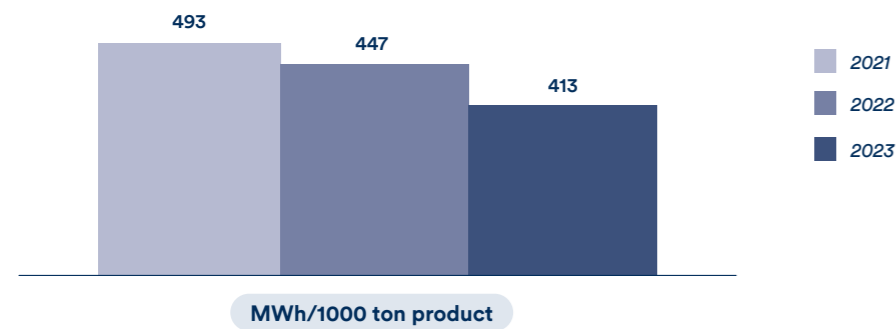


Chart 10 Energy intensity

Renewable energy

Aside from externally purchasing growing volumes of renewable energy, several of our pet kitchens now generate renewable energy with solar panels and windmills. Going forward, we are committed to increasing the use of renewable energy across all locations. In 2023, 18% of our electricity consumption came from renewable sources, which accounts for 5.4% of our total energy consumption.

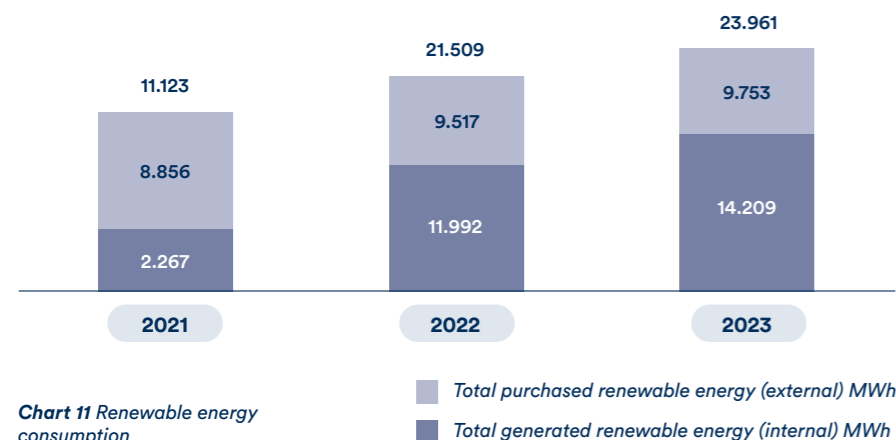


Chart 11 Renewable energy consumption



Transport

At United Petfood, our extensive network of pet kitchens across Europe and the US allows us to optimize our logistics for greater sustainability. By leveraging this unique infrastructure, we can strategically manage our transport operations to minimize our environmental impact.

By distributing our production facilities across multiple locations, we can produce closer to our customers, reducing the need for long-distance transportation. This approach not only curbs fuel consumption and greenhouse gas emissions but also enhances our ability to deliver fresh, high-quality products efficiently.

Local initiatives

- Switching to LED lighting in the factories in France and some of the plants in the Netherlands
- Purchase of an electric forklift in Hungary
- Investments to reduce gas consumption and electricity use, such as insulation of a steam boiler in Waalwijk (saving 9200 Nm³ /annum and 16.6 tons of CO₂), revamping boilers in Wimille and Yzeure, reusing heated water in Coevorden, new air conditioning equipment in the UK and harmonic filters in the power systems in Poland.
- Our Zaragoza site in Spain successfully completed the installation of new solar panels in 2023! With an impressive total output of 1,711,003 kWh, these solar panels have the capacity to power over 700 households
- 5 of our plants in the Netherlands, Spain, Italy and Poland partially meet their own electricity needs with solar panels or windmills, generating nearly 10,000 MWh of electricity in 2023.
- 4 of our plants in the Netherlands, Spain and Romania purchase renewable electricity.



IMPACT OF THE CLIMATE CRISIS ON UNITED PETFOOD

We recognize that climate change presents both physical and transition risks to our business, particularly in ingredient sourcing. Changes in weather patterns, extreme events and agricultural shifts can impact the availability and cost of key ingredients, with these effects already being felt in our southern locations. Understanding and addressing these risks is essential to ensuring the resilience and sustainability of our supply chain.

POLLUTION PREVENTION

Preventing pollution is a critical focus for our operations as we strive to minimize our environmental impact. Across our facilities, we implement advanced technologies and innovative solutions to address noise, air, and odor pollution, ensuring that we contribute to a cleaner and healthier environment for our communities.

Local initiatives

- In the UK, actions are being taken to prevent noise pollution to neighboring houses from steam blow off valves using baffles.
- Our plant in Romania makes use of a system implemented in 2018 for odor neutralization, using an 'Airhitone' neutralization solution.
- Our plants in France are planning a project to build a chimney with odor treatment by Ozone at Saint-Martin des Noyers, Yzeure and Wimille.

WATER MANAGEMENT

Water is an important part of our production process. Given the growth of our business, our water usage has recently seen a slight increase, though our water intensity has decreased by 17% between 2021 and 2023. We are actively working on water conservation measures across all our facilities. Our goal is to reduce water consumption by continuously seeking innovative solutions and optimizing processes to ensure that we use water as efficiently as possible. We also make sure our wastewater is treated in line with local regulations and reused where possible.

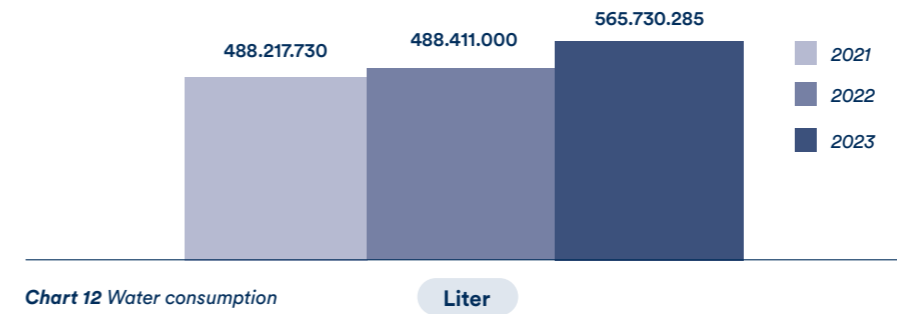


Chart 12 Water consumption

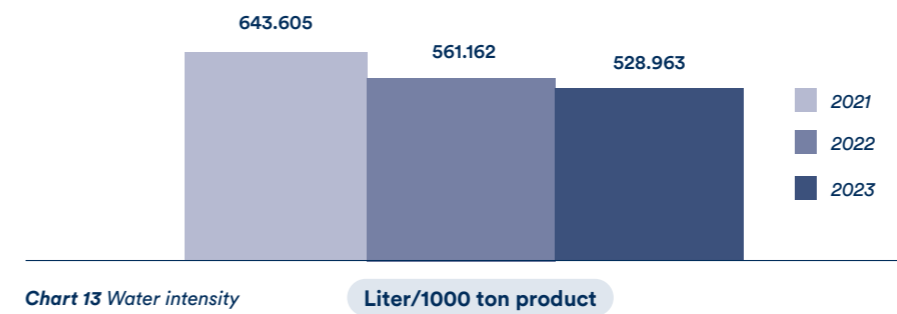
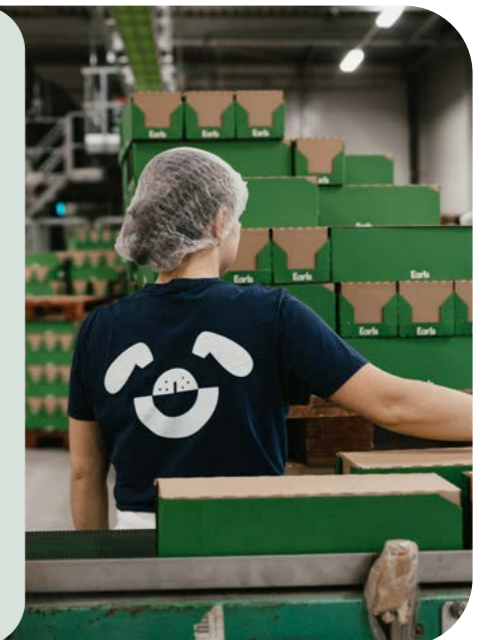
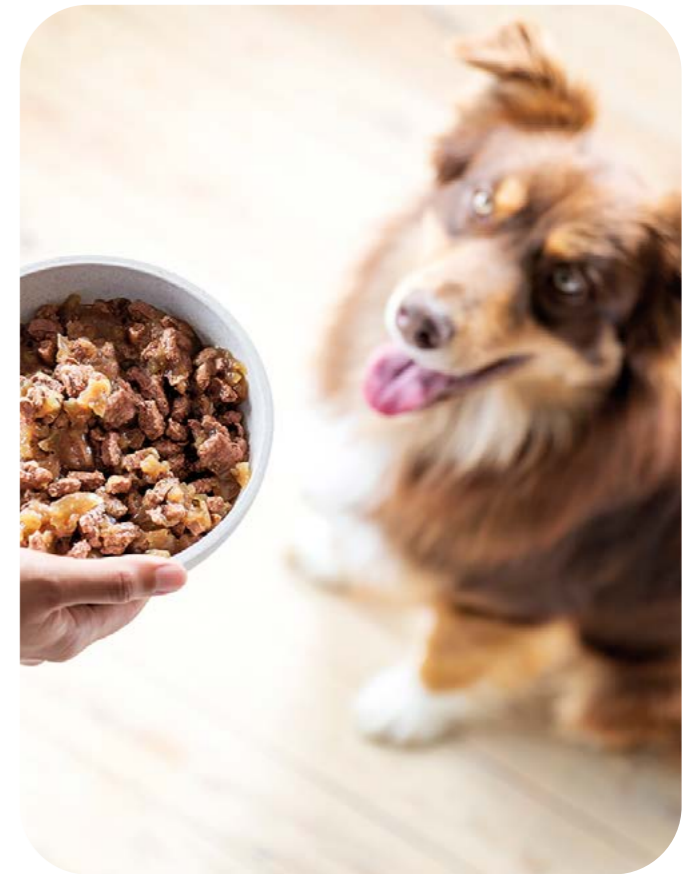


Chart 13 Water intensity

Local initiatives

- To manage environmental impacts, our plants in Romania and Spain have a certified environmental management system (ISO14001).
- In Belgium improvements have been made to several production lines so that 1000-1500 liters of water are saved daily. Rainwater is also collected on the roof and reused in the boiler.
- In Turkey, a new wastewater treatment system was installed that is equipped with a sieve and scraper. This system separates coarse particles and ensures the discharge of wastewater at an appropriate pH.
- In Poland, cooling water is being reused. In the UK research is being conducted on water recirculation.





EFFICIENT USE OF RESOURCES

PACKAGING

Packaging is a crucial element for our products, serving multiple essential functions. Its primary roles are to ensure quality, food safety, freshness and shelf life while also protecting our products during transport. Additionally, packaging provides consumers with vital product information, such as ingredients.

While packaging is indispensable, we are committed to making our packaging as sustainable as possible. We continuously seek out more eco-friendly alternatives and encourage our customers to choose sustainable options as well. By focusing on sustainable packaging solutions, we aim to reduce our environmental impact while maintaining the high quality and safety standards our products are known for.

The pet food industry still faces multiple challenges when it comes to sustainable packaging. Issues such as the need for effective barrier properties, ensuring product safety and finding materials that balance environmental impact with functionality remain significant hurdles. At United Petfood, we are dedicated to addressing these challenges by closely monitoring innovations in the field. By doing so, we ensure that we provide our customers with the most effective and environmentally friendly packaging solutions available.

Local initiatives

- In Spain, decisions to reduce the weight of some packaging, or logistical improvements that reduce the use of plastic or cardboard, etc. are implemented annually and declared to Ecoembes.
- In Poland, new bailing equipment is rented to recycle cardboard and plastic.

WASTE REDUCTION

We actively promote recycling and continuously look for waste reduction solutions to enhance our environmental responsibility. We closely monitor waste by tracking the input and output of materials across the business.

Local initiatives

- In Denmark, we have optimized production processes to minimize changeovers, thereby reducing waste generation.
- In The Netherlands, we have made adjustments to our production processes to further cut down on waste.
- In the UK, all food waste is directed to anaerobic digestion, where it is converted into gas, electricity, and fertilizer, effectively closing the waste loop.

Sustainability: Product

FOOD SAFETY AND QUALITY

Food safety and quality are of the utmost importance for a pet food manufacturer. We create pet food of the highest quality for dogs and cats worldwide. Our team of pet food nutritionists and quality experts guarantees food safety and quality throughout the production process.

Every pet kitchen has its own dedicated team of quality controllers. Did you know that we have a team of at least three quality experts monitoring quality for every 50,000 tons?

From raw material to finished product, multiple quality checks are performed. The standards and criteria for these checks are determined on a group level and are identical for every pet kitchen, ensuring that all our products meet the same stringent standards. We also frequently invest in training at all facilities to continuously improve our products and to provide knowledge regarding quality standards.

At United Petfood, quality is at the forefront of everything we do.

*Mieke Lammens,
Group R&D Director*



Uncompromising quality standards

At United Petfood, quality is at the forefront of everything we do. We understand that delivering high-quality pet food is essential, not only for the health and happiness of pets but also for the peace of mind of pet owners. Our dedication to quality is demonstrated through stringent standards, continuous improvement and adherence to internationally recognized certifications.

From the selection of raw materials to the final packaging, every step of our production process is governed by rigorous quality control measures. We source premium ingredients from trusted suppliers, ensuring that every component meets the highest safety and nutrition standards. Our state-of-the-art pet kitchens are equipped with advanced technology that allows us to maintain precise control over the manufacturing process, ensuring consistency and excellence in every batch of pet food.

Quality is a dynamic target that evolves with new technologies, research and customer expectations. Our dedicated quality assurance team regularly reviews and updates our processes to align with the latest industry standards and innovations. We invest in research and development to enhance the nutritional profile and safety of our products, ensuring that we stay ahead of the curve in delivering superior pet food.



Chart 14 External quality audits (#)



Good Food Principle

We produce according to our 'Good Food Principle'. Based on years of experience and research, our nutrition experts discovered that 'feeling good' is based on three fundamental principles: taste, digestibility and health. This has become our 'Good Food Principle,' which forms the basic requirement for every new formula we create. This is regularly tested through in-house panels. Dogs and cats from various families participate in taste tests to uphold and guarantee our Good Food Principle.

Product recalls

We have a clear recall procedure that we test on a regular basis. We are very proud to say that 0 recalls have taken place since the start of our company in 1994.

Quality audits

Maintaining the highest standards of food safety and quality is a cornerstone of our operations. To ensure that we consistently meet these standards, all of our production sites are fully certified in food safety. This certification is not just a badge of honor but a rigorous commitment that we uphold through continuous monitoring and evaluation.

Every United Petfood facility is required to undergo at least one comprehensive internal audit each year. These audits are crucial for assessing our adherence to stringent food safety protocols, identifying areas for improvement, and ensuring that we remain compliant with both internal standards and industry regulations. By conducting these regular internal reviews, we maintain a proactive approach to quality control, addressing potential issues before they can impact our products.

In addition to our internal audits, each site undergoes a minimum of one external audit annually. These audits are conducted by independent third-party organizations to verify our compliance with food safety standards. Furthermore, many of our customers also conduct their own audits, often resulting in multiple external reviews each year. These frequent external reviews not only reinforce our commitment to transparency but also help us continuously refine our processes to meet and exceed customer expectations.

PRODUCT INNOVATION

At United Petfood, we do not only follow trends, but we also aim to create new trends. Innovation is part of our company DNA. We continuously invest in new product development to test new formulas and creations.

Every product is tailor-made, based on the clients' requests. From ingredient selection to kibble size and shape, everything can be individually made and no challenge is too big.



FROM IDEA TO FINAL PRODUCT

PRODUCT



Category consultancy: our commercial team of experts advises and guides our customers in the search for the ultimate product range.



Product development: our nutritionists are always on the lookout for innovative raw materials and additives. Based on the client's specific requirements, we then use the selected ingredients to create a tailor-made blend. Prior to production, the formula is tested in our lab and at animal test centers.



In-house design team: clients can consult our in-house design team to help create an attractive and effective packaging style, perfectly aligned with their corporate identity as well as the latest trends in the field.



Production: we produce a first small batch to test the new product.



Testing: Aside from the elaborate quality and safety testing, we work with a panel of cats and dogs that try out new products. Based on their feedback, we readjust the formula if necessary (taste, shape, size, color). At our production facilities, we use the most rigorous quality management and food safety systems, such as metal detectors, optical sorting and food analysis.



Packaging: tailor-made to our customers' needs and wishes.



Logistics: our products are exported to nearly 100 countries worldwide.

A SELECTION OF OUR LATEST INNOVATIONS



Plant based



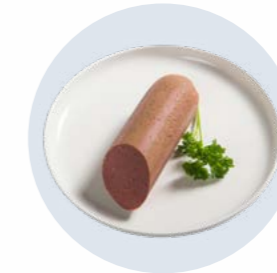
Veterinary line



Crunchy coating



Bacon strips 2.0



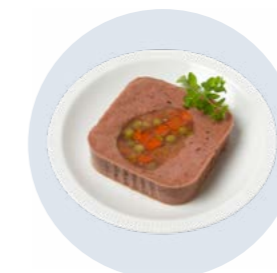
Sausage



Energy snack bar



Pate in pouch



Topper in alu cup



XL Dog pillow



Air dried snacks



Spongy dental stick

Responsible entrepreneurship

ETHICS

As a family-owned company, United Petfood is deeply committed to ethical business practices. This commitment extends to respecting human rights, and ensuring the health and safety of everyone we work with.

We pride ourselves on producing only high-quality pet food, with transparency about the production origins and quality of our ingredients. This transparency is fundamental to building trust with our customers and ensuring that our products meet the highest standards.

In addition, we have implemented several local initiatives to further strengthen our ethical approach. These include whistleblowing systems and complaint procedures, which have been introduced at various sites to promote a safe and transparent working environment.

Our goal is to roll out these positive practices across all our locations, ensuring that every site benefits from the same high standards of ethical business conduct.

POLICIES ON GROUP LEVEL:

- Anti-corruption & anti-bribery
- Code of conduct
- Human rights
- Anti-discrimination
- Diversity & inclusion
- Whistleblowing
- Modern slavery
- Supplier code of conduct
- Data privacy & security
- Cybersecurity
- Employee health & safety
- Environmental

All policies can be found on our website unitedpetfood.eu.



GIVING BACK

Giving back is also a fundamental aspect of our sustainability program. We recognize the importance of supporting charitable causes and making a positive impact beyond our business operations. Through our philanthropic initiatives, we aim to contribute to the well-being of communities around the world.



Africa: Close the Gap

In addition to our pet food donations and support of animal charities, we also contribute to multiple other good causes. Close the Gap in Africa is one of the organizations that is close to our hearts and we are committed to making a real difference through our support.

Close the Gap is an international organization dedicated to bridging the digital divide by providing equal access to information technology and electronic devices for everyone. Through our support, we aim to create opportunities for individuals by providing essential tools such as computers to schools, medical institutions and social projects in underprivileged areas. In collaboration with Close the Gap, we actively contribute to their initiatives, including the innovative 'Digitruck' program, which delivers digital skills and education to remote communities.

Currently, Close the Gap operates a fleet of nine Digitrucks, including the 'United Petfood Digitruck' in South Africa. This particular Digitruck serves as a mobile classroom and is a valuable resource for an organization dedicated to training local guides.



Worldwide petfood donations

Every year the various branches donate animal food to support local shelters and dog rescue centers.

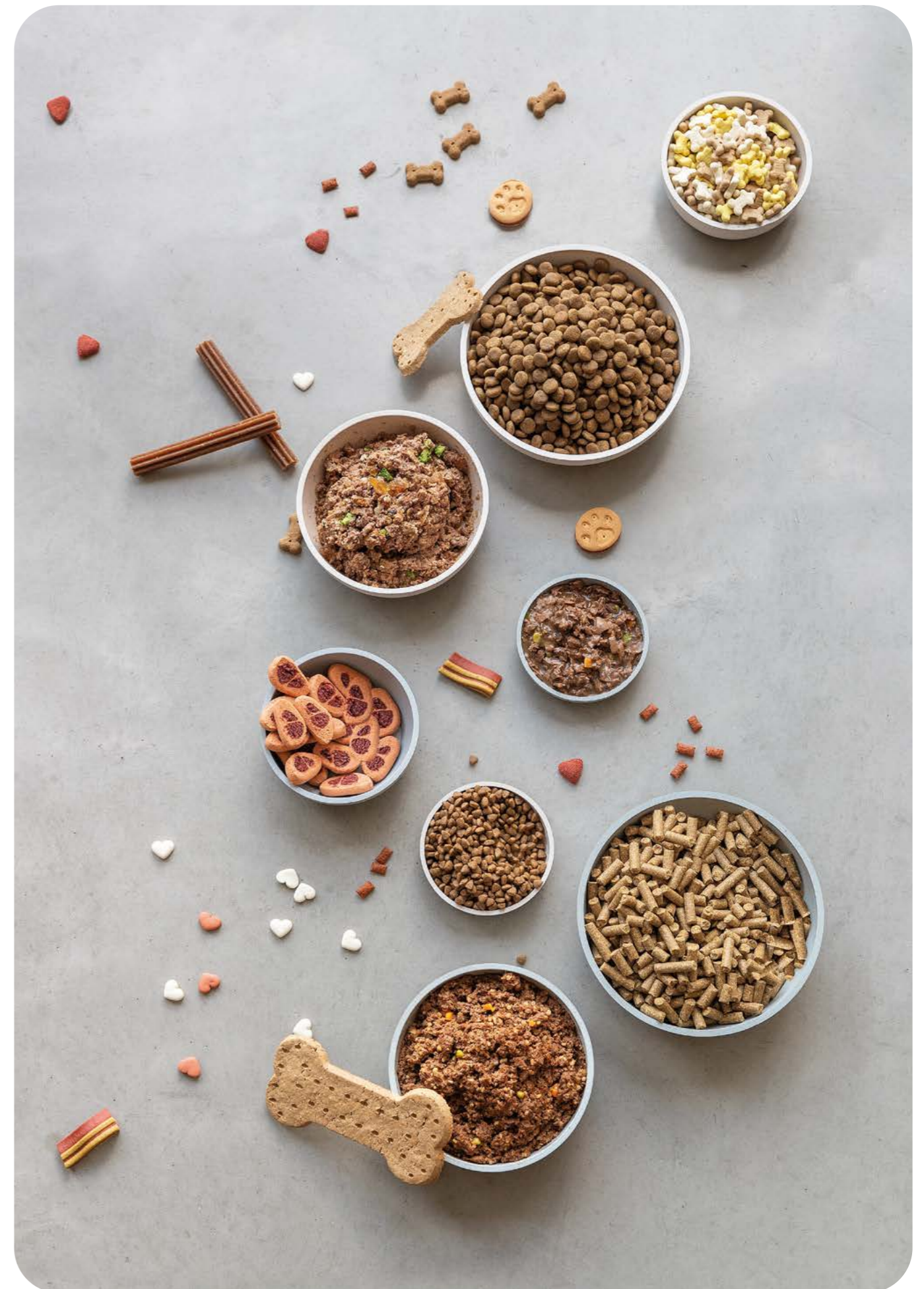


Emotional support dog: Cooper

Dogs play a very important role in our society—within families as true companions, as guides for the blind and visually impaired, as an asset in rescue operations, and also in victim support. We are convinced that support dog Cooper can make a real difference for victims and witnesses in the Belgian police zone Vlas. We are pleased to be able to contribute to this worthy cause.

Reporting scope

The scope of this sustainability overview encompasses United Petfood's sustainability initiatives and performance. Though initiatives have been included, the quantitative data excludes subsidiaries acquired in 2023. This publication highlights our ongoing commitment to environmental, social and governance goals (ESGs), focusing on the activities and achievements within our established operations. Future reports will integrate data from our newly acquired entities to provide a comprehensive view of our consolidated sustainability efforts.





UNITED PETFOOD

Private label producer of high-quality dry & wet pet food, biscuits and snacks for cats and dogs.

www.unitedpetfood.eu