

Gebr. Heinemann
Gegründet 1879



Environmental- & Energy Policy

September 2024 | Version 2

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1. Responsibility and Purpose

The values and measures described in this Environmental- & Energy Policy form the basis of Gebr. Heinemann's responsible actions regarding environmental protection and energy efficiency.

As an international travel retailer, Gebr. Heinemann considers itself responsible for conserving resources, increasing energy efficiency, protecting the environment, and contributing to limiting global warming. The company is committed to complying with existing laws and ordinance, stakeholder requirements, and other binding regulations. A profitable economy should be reconciled with a shared responsibility towards people, the environment and the climate by improving energy performance and avoiding or reducing energy waste and negative environmental and climate impacts, where technically and organizationally possible and economically viable. In addition, environmental pollution, including all unforeseen events and emergencies, should be minimized or avoided altogether in order to promote environmental protection beyond legal requirements.

For Gebr. Heinemann, environmental protection is an essential part of the holistic sustainability strategy, which is firmly anchored in the company's mission statement and corporate strategy as a sustainable contribution, one of six promises to travelers and customers. The impacts of our company's current and planned activities are regularly monitored, evaluated and adjusted. The necessary financial and structural conditions are ensured. Energy and environmental objectives and programs, and their review, are based on measurable characteristics in order to demonstrate continuous improvement. Responsible for the content of the following policy is the Environmental Steering Committee.

2. Scope of Application

This Environmental- and Energy Policy applies to the entire Gebr. Heinemann Group. This includes the company headquarters as well as the logistics centers, subsidiaries, and joint venture partners worldwide.

3. Strategic Approach

Gebr. Heinemann has anchored the requirements for environmental protection in its Code of Ethics and Supplier Code of Conduct. The Code of Ethics adds the message of sustainable and responsible action to the company's mission statement and, like a compass, clearly and precisely points the way for ethical behavior – both within the company and its subsidiaries as well as in its business relationships in international travel retail.

In 2018, Gebr. Heinemann became a member of the United Nations Global Compact (UNGC), the world's largest and most important initiative for responsible corporate governance.

Furthermore, Gebr. Heinemann has introduced an environmental management that includes the continuous identification and assessment of environmental risks. The focus is on the greenhouse gas emissions being recorded and reduced. Gebr. Heinemann is committed to the 1.5 degree target of the Paris Climate Agreement and is continuously reducing the greenhouse gas emissions caused by its business activities across all three scopes. In spring 2023, the company also joined the Science Based Targets initiative. Absolute short-term targets up to 2030 and long-term targets up to 2045 were recently presented and will be validated shortly. The company is aiming to reduce its greenhouse gas emissions in scopes 1 and 2 to net zero by 2030 and to reduce its emissions from scope 3 by 50%. A complete reduction in emissions to net zero is the long-term target

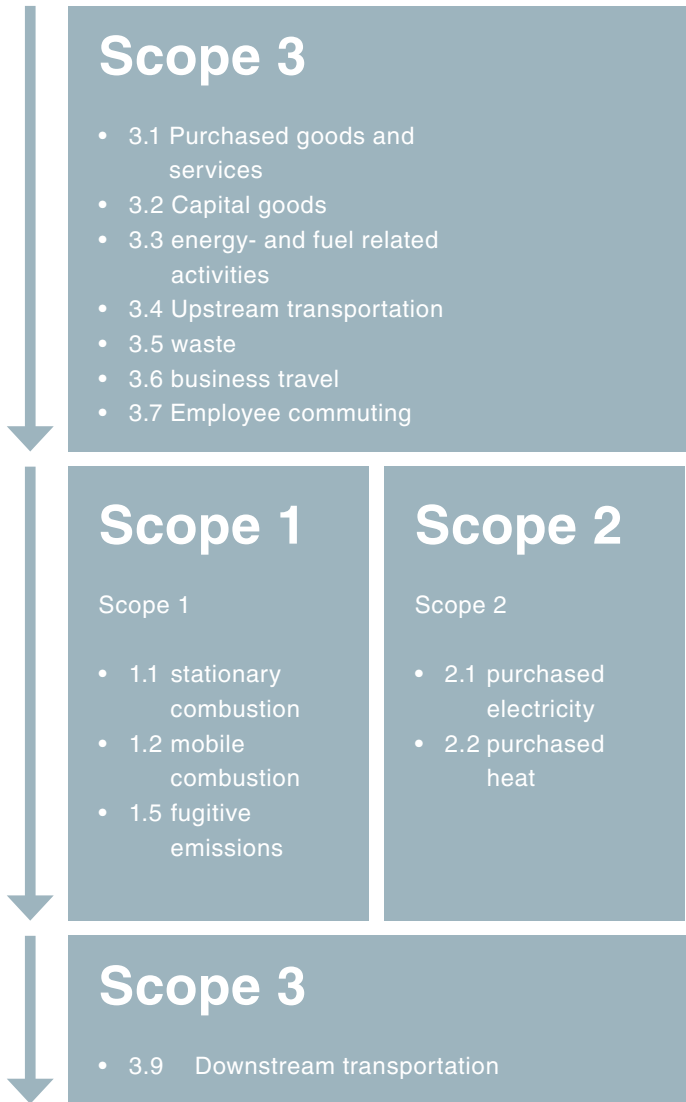
by 2045. The basis for this is the year 2019, in which the emissions were accounted for the first time. Gebr. Heinemann is constantly working on expanding its certification of the international environmental management standard ISO 14001, which is currently held by the logistics center in Allermöhe. At the end of 2024 the logistic center will run through the energy management system ISO 50001. The second logistic center in Erlensee as well as the headquarter in Hamburg will follow with both management systems within the next two years. The company is thus committed to the continuous improvement of its environmental performance as well as complying with upcoming regulations such as the German energy efficiency law.

3.1 Climate Action

In order to operate in the most climate-friendly way, Gebr. Heinemann always acts according to the principle: avoid, reduce, and neutralize.

The Group calculates the greenhouse gas emissions generated by the business process across all three scopes in accordance with the Greenhouse Gas Protocol.

The Scope 1 emissions that occur directly in the business process include greenhouse gases from the company’s own vehicle fleet, coolants, and natural gas. The indirect Scope 2 emissions relate to the energy supply through electricity and district heating. Scope 3 emissions include all categories that are material for the company. The materiality analysis was carried out as part of the development of science-based targets 2023. Scope 3 emissions are caused by the purchasing of goods and services, capital goods, energy- and fuel related activities, upstream and downstream transport of goods ,waste, business travel and employee commuting, as shown in the following figure:



In order to counteract greenhouse gases and reduce them in the long term, Gebr. Heinemann has taken measures and will successively extend them to all locations. The measures include, for example, the complete conversion to renewable energies and photovoltaic systems on the roofs of the company’s own buildings as well as the conversion to electric vehicles for the company’s own fleet.

3.2 Environmental Protection

As already described in chapter 3, Gebr. Heinemann is continuously working on the expansion of management systems like the

energy management system ISO 50001 and the environmental management system ISO 14001 to increase the energy efficiency as well as the systematic protection of the environment at the biggest locations such as the logistic centers and the headquarter. Gebr. Heinemann aims to be a role model and pioneer in its field in terms of energy efficiency and environmental protection. The management and all employees are committed to this energy and environmental policy. A management system based on the standards of DIN EN ISO 14001 and DIN EN ISO 50001 is designed to support the achievement of the above-mentioned goals and the integration and participation of all employees.

3.3 Resource & Waste Management

Gebr. Heinemann is committed to the 3R principle: “reduce, reuse, and recycle.” and the circular economy.

To this end, the company ensures that all packaging it procures itself, such as transport packaging, is recycled as much as possible during production and that the product can be recycled. In doing so, Gebr. Heinemann pursues the goal of acting in the spirit of the circular economy. At present, the proportion of recycled cardboard is already 65 to 85 percent, depending on the supplier. Through various procedures with suppliers, higher recycling percentages are also being tested in other transport packaging, such as films. Similarly, Gebr. Heinemann is successively converting consumables used in everyday business to sustainable alternatives.

In order to also make the point of sale in the shop as sustainable as possible, Gebr. Heinemann has developed the Standards for socially responsible and environmentally friendly point-of-sale materials guideline. This is mandatory for all suppliers of the corporate group from 2024 onwards. Lighthouse projects such as the testing of reusable transport boxes are constantly being

driven forward. Gebr. Heinemann is working on an extended waste management system for the logistics centers, the company headquarters, and all sales locations. This system will make it possible to reduce the volume of waste to a minimum and to recycle it. Hazardous waste such as used oils or used batteries is generated to a very small extent in the two logistics centers (less than one percent of the total volume) and is disposed of properly there.

4. Sustainable Shop Concept

Gebr. Heinemann’s holistic approach to sustainability includes environmental protection in the design and implementation of its shops. Gebr. Heinemann is working intensively on the development of a sustainable shop concept with a focus on the durability and reusability of furniture as well as the conservation of resources and recyclability in the selection of materials. The sustainable shop concept is to serve as a basis for future conversions of existing shops and for new buildings. The contents of the sustainable shop concept are based on the BREEAM certification requirements. Criteria for energy, materials, water, health and well-being, transport, and pollution are taken into account.

5. Customer health & safety

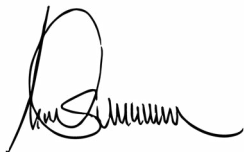
Gebr. Heinemann is aware that the spirits and tobacco product groups are a risk to customers’ health. The company therefore works together with its suppliers on campaigns to raise awareness, such as the conscious drinking campaign, and promotes these on its website.

6. Partnerships & Environmental services

Gebr. Heinemann operates its business primarily as a tenant of premises owned by third parties at airports, border crossings, and on cruise ships. For this reason, the company’s influence

on the environment is sometimes only indirect. Continuous stakeholder dialogue is therefore essential and important. To this end, the company has launched joint green business plans with various suppliers to work together on strategic sustainability goals. Gebr. Heinemann is committed to involving suppliers, transport service providers, and lessors in its environmental policy objectives and to sensitizing them accordingly. Every partner of the company will receive the Supplier Code of Conduct. In addition, Gebr. Heinemann uses a rating platform to check its partners for sustainability in their supply chain in accordance with the German Supply Chain Due Diligence Act.

Max Heinemann, Owner & Co-CEO

A handwritten signature in black ink, appearing to read 'M. Heinemann', with a stylized, flowing script.

Raoul Spanger, Co-CEO

A handwritten signature in black ink, appearing to read 'R. Spanger', with a stylized, flowing script.



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