

DOUBLE MATERIALITY ASSESSMENT

Environmental and social principles within the company

Our global food system is not sustainable. At DO IT Organic, our mission is change that by making organic the new norm. That is why we trade in 100% organic certified food products. Organic is no silver bullet but it is a huge leap in the right direction. It is not just a trademark but a philosophy of “do no harm”. That is why DO IT Organic goes beyond mere compliance by doing business according to the four principles, developed by IFOAM that apply to organic farming, because we believe they also apply to our organic value chain.

Care

Organic Agriculture should sustain and enhance the health of soil, plant, animal, human and planet as one and indivisible.

Health

Organic Agriculture should be based on living ecological systems and cycles, work with them, emulate them and help sustain them.

Environment

Organic Agriculture should build on relationships that ensure fairness with regard to the common environment and life opportunities.

Fairness

Organic Agriculture should be managed in a precautionary and responsible manner to protect the health and well-being of current and future generations and the environment.



Purpose and relevance of the double materiality analysis

Double materiality analysis is an essential tool in determining the sustainability of a business, since it requires looking from inside and outside perspective at the impacts risks and opportunities associated with the company. This ensures that impacts on people and the

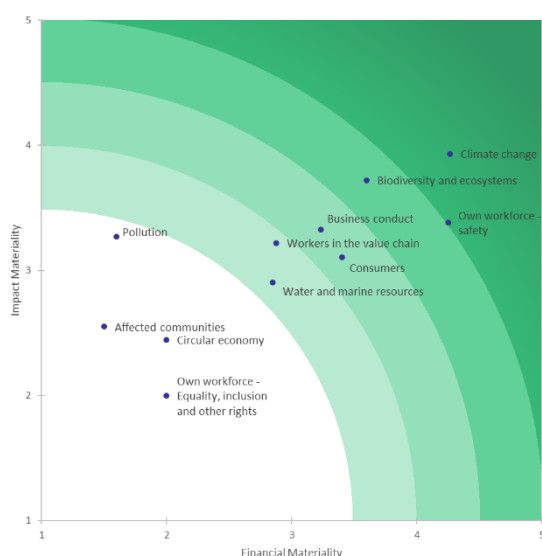
environment are considered throughout its value chain, and also how external evolutions like climate change impact the financial value of the company.

Our approach and findings

We approached our first DMA as a learning experience. Our DMA was conducted along guidelines set out in the European Sustainability Reporting Standards (ESRS).

To determine our material subjects, we consulted internal and external stakeholders as well as internal subject experts. In our assessment, 81 separate sustainability subjects were identified and considered.

Prioritization of material topics



Climate Change

Our own emissions, as well as emissions during transportation were found to be the most material.

Biodiversity and ecosystems

Organic agriculture has a reduced adverse effect on biodiversity compared to conventional agriculture, however, in our value chain, the following negative impacts have been identified as material.

Biodiversity loss due to:

- greenhouse gas emissions,
- land clearing/ conversion, and
- soil erosion/degradation.

Water

Our impact has been found to be material due to agricultural water use in the value chain.

Own workforce - safety

Employee safety is a central pillar of DO IT Organic's values.

The commitment to zero accidents on the factory floor, the investment in worker safety, and the reporting and feedback mechanism are in place to ensure that everyone leaves work in the same condition as when they arrived.

Business conduct

This subject received a high score in our DMA, largely due to the risk of human rights or environmental law violations and corruption present in DO IT Organic's value chain. DO IT Organic has a large number of suppliers globally, some of which operate in high risk areas. These risks remain a blind spot in DO IT Organic's value chain.

Workers in the value chain

It is vital to the principle of fairness that employees in the value chain experience adequate working conditions. DO IT Organic is currently unable to rule out discrimination or poor working conditions in the value chain with certainty as some suppliers operate in high-risk areas.

Consumers

Food safety and health are our most material subjects.