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date	Author	Concept	
01.01.24	Heine	Our company	The Spice Company!

Sustainable management is not just an isolated measure, but a comprehensive strategy. To this end, the company has developed a sustainable management system that permeates all aspects of its business activities.

**Compliance with European laws:** As a European company, we are subject to strict European legislation and regulations in the areas of human rights, environmental protection, labour practices and fair operating and business practices. Compliance with legal regulations is not only a legal obligation for us, but also an ethical basis that we respect and promote in all aspects of our business activities."

**Resource management and savings:** We focus on optimising our resource management in order to use resources more efficiently and reduce consumption at the same time. This includes strategies for waste reduction, energy efficiency and more effective utilisation of raw materials.

**Investment in photovoltaic system:** We have invested in renewable energies and installed a photovoltaic system on their premises. By utilising solar energy, the company is not only helping to reduce its CO2 emissions but is also cutting its energy costs in the long term.

**Three electric charging stations:** To promote electromobility, three electric charging stations are available to our environment, employees and visitors on our company premises. This measure emphasises the company's commitment to environmentally friendly mobility and at the same time promotes the use of electric vehicles by employees and visitors.

**Improvement system:** By introducing our company suggestion scheme, we promote sustainable practices in all business areas. We strive for continuous progress by reviewing and adapting processes.

**Sustainability training for employees:** Our employees are sensitised to sustainable practices through training courses to raise their awareness of environmental and social issues and encourage their participation in sustainable initiatives.

**Supply chain management in the management area**: Supply chain management has been integrated into the management area. This enables comprehensive control and monitoring of the supply chain with regard to social and environmental standards.

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