



# *Sustainability Report 2024*

GELITA

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Imprint

# Dear readers,

2024 was shaped by challenging macroeconomic and geopolitical conditions. I am firmly convinced that GELITA AG's continued positive development is only possible through a clear long-term strategy, reliability toward our stakeholders, and values we live every day. In this complex environment, sustainability once again took center stage as a key focus of our strategic direction.

GELITA can rightly be described as a sustainability-driven company: what would otherwise be discarded as a by-product of meat production becomes a valuable raw material for us – one we upcycle into high-quality ingredients. By transforming materials that traditionally have low value or no use into innovative, premium products, we actively contribute to a more circular economy. Even the by-products of our own production remain within natural cycles, ensuring that resources are used efficiently and responsibly. This commitment to upcycling and circular value creation goes hand in hand with our high quality standards.

As one of the world's leading suppliers of gelatin and collagen peptides, we embrace our responsibility – through sustainable corporate governance, trusted partnerships, and our commitment to the environment, our employees, and society. This commitment is rooted in our 150-year history and our equally long tradition as a family-owned company. I am proud to have been CEO of GELITA since October 2024 and, like my predecessors, will fulfill this responsibility with great respect.

The ongoing delays and uncertainties in implementing the EU's Corporate Sustainability Reporting Directive (CSRD) also limit our ability to plan, as it remains unclear which obligations will ultimately apply. Nevertheless, we are consistently advancing our ESG strategy and allocating resources to sustainability projects. In 2024, GELITA again invested in new technologies aimed at improving our environmental footprint – several of which we present in this report. We continue to apply our proven approach, document developments careful-



ly, and remain committed to transparency. This is already our tenth sustainability report – a milestone that underscores our long-standing commitment to continuous improvement. Our purpose, “Improving Quality of Life,” remains our central guiding principle and will continue to shape our activities in the years ahead.

Sincerely,  
Dr. Peter Hill  
CEO of GELITA AG

## ABOUT GELITA

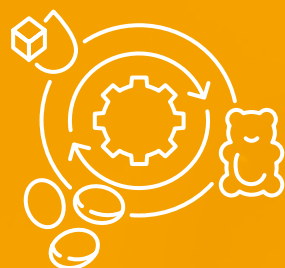
# *Working together for a sustainable future*

Founded in 1875, GELITA has its roots in Germany and is headquartered in Eberbach. “Improving Quality of Life” is our central guiding principle: with gelatin and collagen peptides, we enable companies around the world to develop and manufacture products that enhance people’s everyday lives. Consumers encounter our innovative solutions in many areas: in functional fruit gummies, capsule shells for medications, dietary supplements for flexible joints or strong bones, pet food, fertilizers, biodiesel, and much more. Our scientific approach underpins a wide range of these applications.

For 150 years, GELITA has stood for innovative solutions that improve people’s lives. Our history and traditions ground us and inspire us to fulfill our responsibility each day as one of the world’s leading manufacturers of gelatin and collagen peptides. Protecting the environment, caring for our employees, practicing responsible corporate governance, and contributing to the common good form the pillars of our actions. As we continue to write our story, we open up new opportunities for a future worth living.

# At a glance

We continuously align our company with the needs of our customers and keep processes lean with a single global business unit. In the past year, we merged our two business units, “Nutrition & Health Ingredients” and “Performance Solutions,” into one Global Business Management organization.



## Global Business Management Market segment management for:

- Food & Beverage
- Pharma & Consumer Health
- Collagen Peptides

### Science as our foundation

From research and production to collaboration with customers, we consistently rely on science-based approaches. Our interdisciplinary team of experts ensures the development of reliable, high-performance ingredients. Working with renowned research institutes, we generate scientifically sound results that our partners can build on.

### Vision as our guide

Our goal is to further strengthen our position as one of the leaders in our industry. Guided by our “ONE GELITA” vision, we work as one team across all locations and disciplines, combining our expertise and determination to secure our leading role for future generations. Our lived values – trust, courage, passion, empathy, commitment, and care – guide our actions, form the basis for respectful collaboration, and ensure that our business practices align with environmental, economic, and social goals.

### In figures

 **943**  
million euros turnover

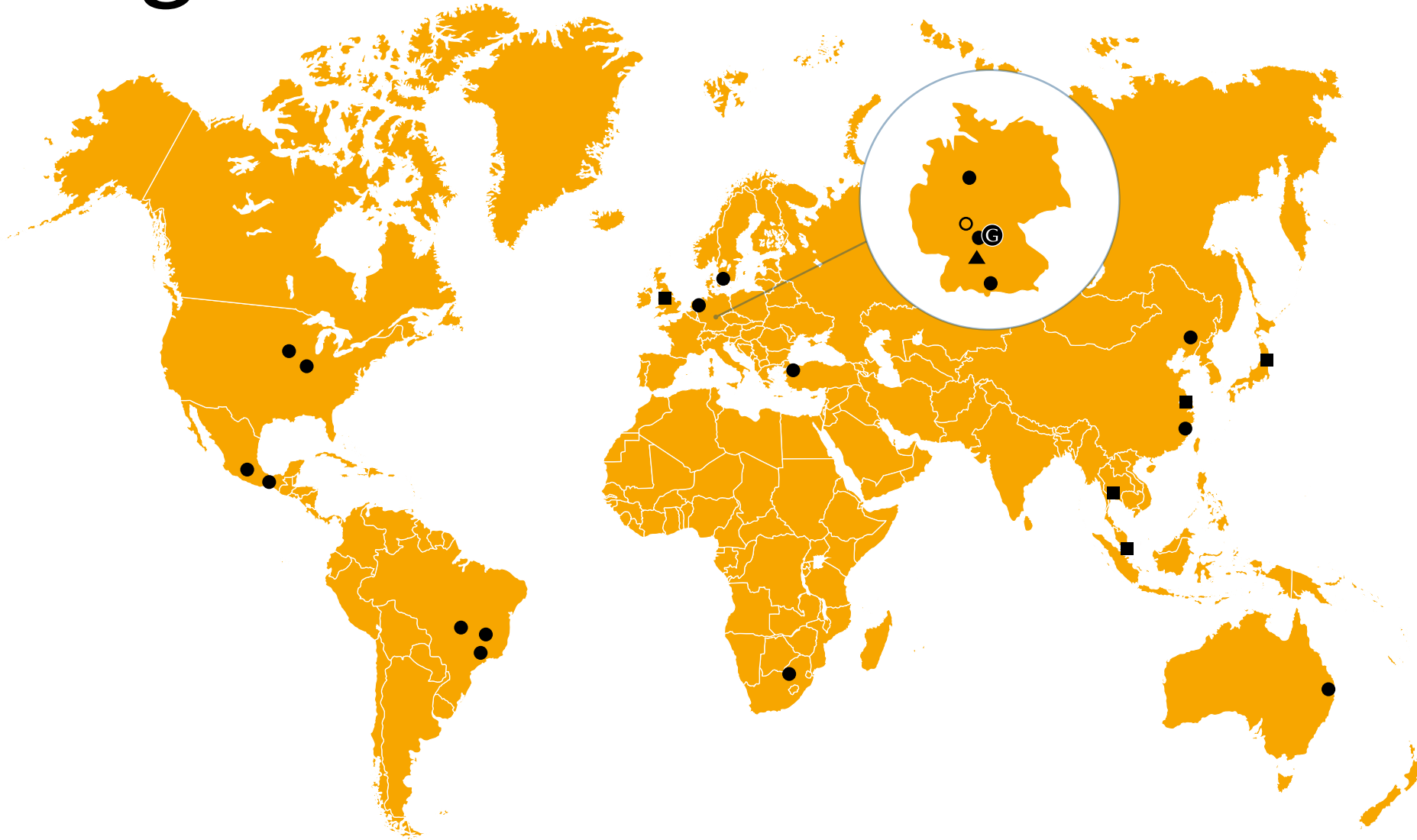
 **2,994**  
employees

 **1875**  
year founded

Discover more about our company at:  
[www.gelita.com/en](http://www.gelita.com/en)

## OUR LOCATIONS

# A global network



### ■ Sales offices

- China - Huangpu Qu
- United Kingdom - Bolton
- Singapore - Singapore
- Thailand - Bangkok
- Türkiye - Kağıthane

### ● Local units

- Australia - Josephville
- Brazil - Cotia, Maringá, Mococa
- China - Liaoyuan Shi, Wenzhou Shi
- Germany - Eberbach, Göppingen, Memmingen, Minden
- The Netherlands - Ter Apelkanaal
- Mexico - León de los Aldama, Lerma de Villada
- South Africa - West Krugersdorp
- Sweden - Klippan
- Türkiye - Gönen/Balıkesir
- United States - Calumet City, Sioux City

### ▲ Logistics center

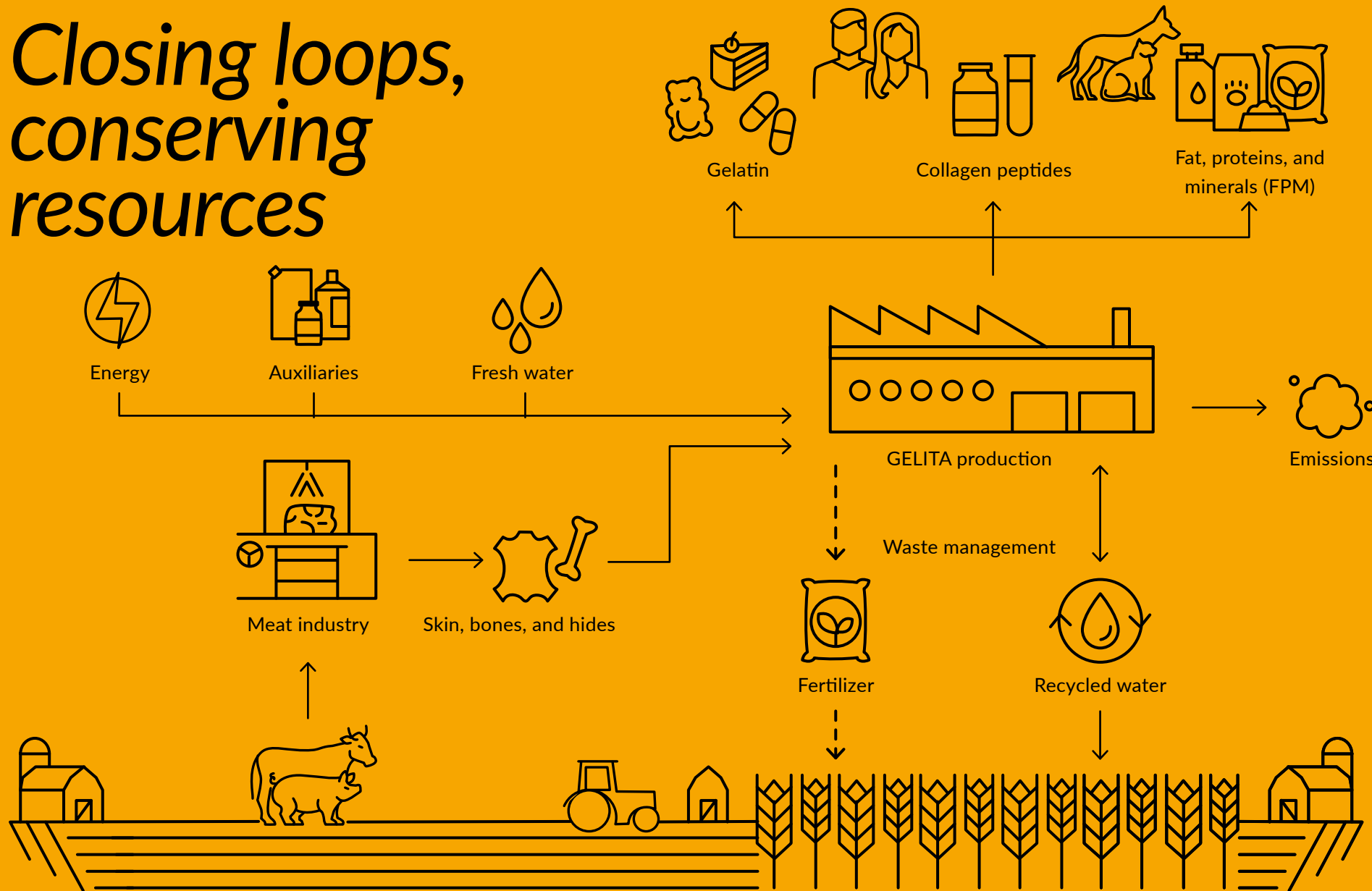
- Germany - Sinsheim

### ○ Biotech Hub

- Germany - Frankfurt am Main

## SUSTAINABLE UPCYCLING

# Closing loops, conserving resources



GELITA transforms by-products from the meat industry through systematic upcycling into high-quality gelatin and collagen peptides, extracting valuable fats, proteins, and minerals in the process. Our products stand out for their purity and natural origin, and meet high clean-label standards. With their low allergenic potential, they form the basis for high-quality foods and dietary supplements that support a healthy lifestyle. We also develop innovative, high-quality products for the pharmaceutical, medical, and life science sectors, as well as for technical applications.

Our business model is based on the principles of the circular economy. We make use of by-products from the meat industry that would otherwise be discarded as waste. Our modern production processes ensure that raw materials are utilized almost completely and converted into quality products. For example, minerals generated during production serve as a phosphate source. In agriculture, fertilizers derived from sewage sludge are used, as is recycled water from our production, which supports the cultivation of animal feed.

OUR STAKEHOLDERS

# Building bridges

For 150 years, GELITA's success has been built on strong, trusted relationships. As a family-owned company with global reach, we understand that long-term growth requires acting responsibly and in close dialogue with our stakeholders. Their expectations guide us in refining our strategy, strengthening our governance, and advancing our sustainability ambitions. We view stakeholder engagement as an ongoing partnership. Through open communication, structured dialogue formats, and transparent reporting, we foster mutual trust and ensure that diverse perspectives are considered in our decisions. In an increasingly complex environment, responsibility is a shared endeavor. Sustainability cannot be achieved in isolation – it must be co-created with partners, customers, suppliers, employees, and communities. Through this inclusive approach, we ensure our actions reflect the needs of those we serve and enable us to create lasting value – in line with our purpose of “Improving Quality of Life.”

STAKEHOLDERS	EXPECTATIONS / CRITICAL ISSUES	GELITA COMMITMENT
Employees / staff	<ul style="list-style-type: none"> <li>• Fair and competitive compensation and opportunities for professional growth and development</li> <li>• A healthy and safe work environment</li> <li>• Clear communication from management</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing training and employee-development programs</li> <li>• Global safety initiative GO-SAFE with a wide range of actions</li> <li>• Open and transparent communication from senior management through Town Hall meetings and senior management vlogs</li> <li>• Employee development and appraisal programs</li> <li>• Intranet for all employees</li> </ul>
Shareholders	<ul style="list-style-type: none"> <li>• A reasonable return on investment</li> <li>• Long-term vision for the company's growth and success</li> </ul>	<ul style="list-style-type: none"> <li>• Annual general assembly to keep shareholders informed of financial performance, growth strategy, and other key developments</li> <li>• Long-term strategic review to ensure the company's sustained profitability</li> <li>• Strategy development throughout the organization</li> </ul>
Customers	<ul style="list-style-type: none"> <li>• Innovative and sustainable high-quality products and services</li> <li>• Reliable and competitive partner</li> </ul>	<ul style="list-style-type: none"> <li>• Annual customer survey to improve relations and identify areas for improvement</li> <li>• Continuous investment in our innovation pipeline to create value through differentiation in our customers' markets</li> </ul>

STAKEHOLDERS	EXPECTATIONS / CRITICAL ISSUES	GELITA COMMITMENT
Suppliers / vendors / business partners	<ul style="list-style-type: none"> <li>• Fair and transparent partnership</li> <li>• Open communication on the part of the company</li> <li>• Mutual trust and commitment</li> </ul>	<ul style="list-style-type: none"> <li>• Requirement for all suppliers to sign our Supplier Code of Conduct to ensure our supply chain is free from unethical or illegal practices</li> <li>• Mandatory compliance for all suppliers with obligations arising from the German Supply Chain Act</li> <li>• Continuous monitoring and auditing of all suppliers</li> </ul>
End consumers	<ul style="list-style-type: none"> <li>• Safe, high-quality products</li> <li>• Transparency for our commitment to social responsibility and sustainability</li> </ul>	<ul style="list-style-type: none"> <li>• Questions or the need for more information are answered quickly through all GELITA channels</li> <li>• Continuous investment in scientific studies to substantiate claims or consumer benefits</li> </ul>
Governments / communities / associations / trade unions	<ul style="list-style-type: none"> <li>• Compliance with all applicable laws and regulations</li> <li>• Have a positive impact on the community</li> <li>• Respect labor rights and support fair labor practices</li> <li>• Collaborate with other organizations and act in a socially responsible manner</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing engagement with non-profit organizations and local communities with social initiatives</li> <li>• Encouraging and facilitating employees to get involved in causes they care about in their communities</li> </ul>

# Excellence through foresight

## Three pillars of our long-term innovation strategy



At GELITA, we strive for more than quality – we set benchmarks and are satisfied only when we achieve outstanding results. Our passion lies in continuously advancing our products and services, always with a clear view of future trends and customer needs. Innovation is firmly embedded in our corporate strategy: using modern tools such as our innovation platform and a multi-stage, cross-functional Stage-Gate® process, we develop solutions that meet tomorrow’s market demands. In doing so, we never lose sight of our responsibility for safety and sustainability.

Our core business is based on the principles of the circular economy. From by-products of the food industry, we obtain high-quality ingredients for a wide range of new applications. In this way, every innovation at GELITA contributes to a more sustainable future. To support this work, we systematically screen and evaluate potential new natural raw materials and related technologies to create valuable ingredients. This reflects our conviction that ecological responsibility and business growth are closely linked.

### Progress designed to last

Developing new products is often labor-intensive, time-consuming, and costly. That is why we regard innovation at GELITA as a long-term investment in the future. While new product launches are the most visible outcomes of innovation, we also work continuously to optimize our production technologies and processes beyond the product level and make them more sustainable through new methods. Innovative approaches and new technologies such as biotechnology not only open up

new market segments for us but also enable us to make our production more sustainable. In our own Biotech Hub, we develop collagen proteins from alternative raw materials based on fermentation. This forward-looking research expands our portfolio and prepares us for tomorrow’s challenges. We view alternative proteins as a valuable addition to our offering, creating real choices for our customers and partners.



## CONFIXX® IN FOCUS

# *Innovative technology meets sustainable production*

The market for functional gummies continues to expand. Consumers around the world are seeking innovative products that support health and well-being while offering convenient and user-friendly formats. This trend continued in 2024, with vitamin-enriched gummies and other active and passive health formulations remaining in strong demand.

### **Specialty gelatin for superior texture and elasticity**

With its specialty gelatin CONFIXX®, GELITA offers a solution to the growing demand for functional gummies. This innovative ingredient enables manufacturers to use a fast, clean, flexible, and cost-efficient production process while preserving the familiar gelatin-like texture – something that has not been possible until now. Gelatin-based gummies deliver superior texture, elasticity, and sensory appeal for an unmatched taste experience. Studies and consumer evaluations highlight the distinct advantages of gelatin gummies over alternative ingredients – from both a performance and a consumer preference perspective. Thanks to low-temperature processing and fast setting properties, it is particularly well suited for heat-sensitive ingredients

such as CBD oil, probiotics, and hormones like melatonin.

### **Clean production, high efficiency**

CONFIXX® enables manufacturers to use the starch-free process, offering clear advantages over starch-based lines. By eliminating starch from the process, production remains cleaner, and the risk of cross-contamination is significantly reduced. This production method also improves operational efficiency: steps such as starch preparation and 48 hours of gelatin drying are eliminated. As a result, production speed increases while the need for storage capacity decreases, which saves energy and costs.

CONFIXX® expands our product portfolio with a sustainable, high-performance alternative to conventional ingredient solutions.

**Do you want more information? [Click here.](#)**



ENVIRONMENTAL

# Accelerating transformation

Climate change and its far-reaching consequences make the transition to sustainable production one of our most urgent responsibilities. GELITA has set itself the ambitious goal of achieving net-zero CO<sub>2</sub> emissions by 2045 – aligned with the German federal government's climate action plan. Our interim target for 2030 remains equally ambitious: a 50% reduction in specific greenhouse gas emissions and a 30% reduction in specific energy consumption (Greenhouse Gas Protocol, GHG, Scope 1 and 2) compared with 2020.

## **Investing in sustainable technologies**

The past year was marked by substantial investments in environmentally friendly technologies and facilities. As part of this, we implemented several efficiency projects, including optimizing heat recovery from process air at our Eberbach, Germany site (see page 19), improving the energy performance of the compressed-air system at the Minden, Germany site (see page 20), making progress in water management with enhanced sludge dewatering at the Toluca, Mexico plant (see page 21), and increasing the water efficiency of our wells in Eberbach (see page 22). We also began construction in 2024 on a modern waste-



water treatment and water purification facility in the United States.

### **Global knowledge transfer as a success factor**

We systematically apply the valuable insights gained from these and other projects to support the continuous development of all our sites. Our internal Global Energy Initiative brings together experts from functions such as manufacturing, engineering, and procurement for regular exchange. This interdisciplinary collaboration enables us to implement proven practices quickly and effectively across the entire company.

We continue to rely on strategic investments and ongoing knowledge exchange to improve our environmental performance. External partners also support us in achieving our net-zero goal.

### **Adapting to climate change**

We are already experiencing the impacts of climate change in our production operations today. Extreme weather events force unplanned facility shutdowns and negatively affect our energy balance. Adapting our sites to changing climate conditions is therefore an integral part of our

sustainability strategy. Only through continuous efforts and accelerated action can we fulfill our responsibility and contribute to a livable future for generations to come.



“As a manufacturing company, we bear a special responsibility for environmental protection. Sustainability works on a global scale. That’s why our Global Energy Initiative brings experts together from different disciplines. What works at one plant should be implemented at others – allowing us to leverage our successes worldwide.”

Michael Van Elsacker  
COO of GELITA AG





# Climate neutrality in focus



We act responsibly and protect the environment by:

- Cutting emissions
- Reducing energy consumption
- Saving water
- Avoiding waste as far as possible

## Our global climate protection goals

One focus of our measures is to reduce greenhouse gas emissions.

# -50%

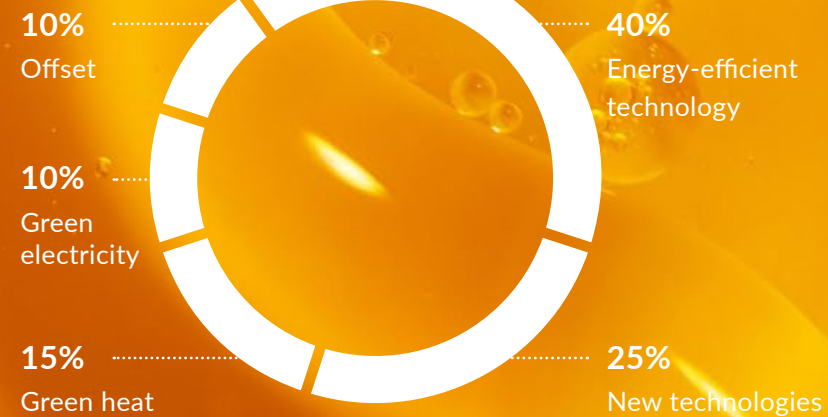
reduction of our CO<sub>2</sub> emissions by 2030 compared to 2020 (Scope 1 and 2)

## Net-zero

CO<sub>2</sub> emissions by 2045 (Scope 1 and 2, including offsetting)

## Emissions

The following clusters contribute to the net-zero target:



## Energy

# -30%

reduction of our energy consumption by 2030 compared to 2020

# Key metrics as a compass

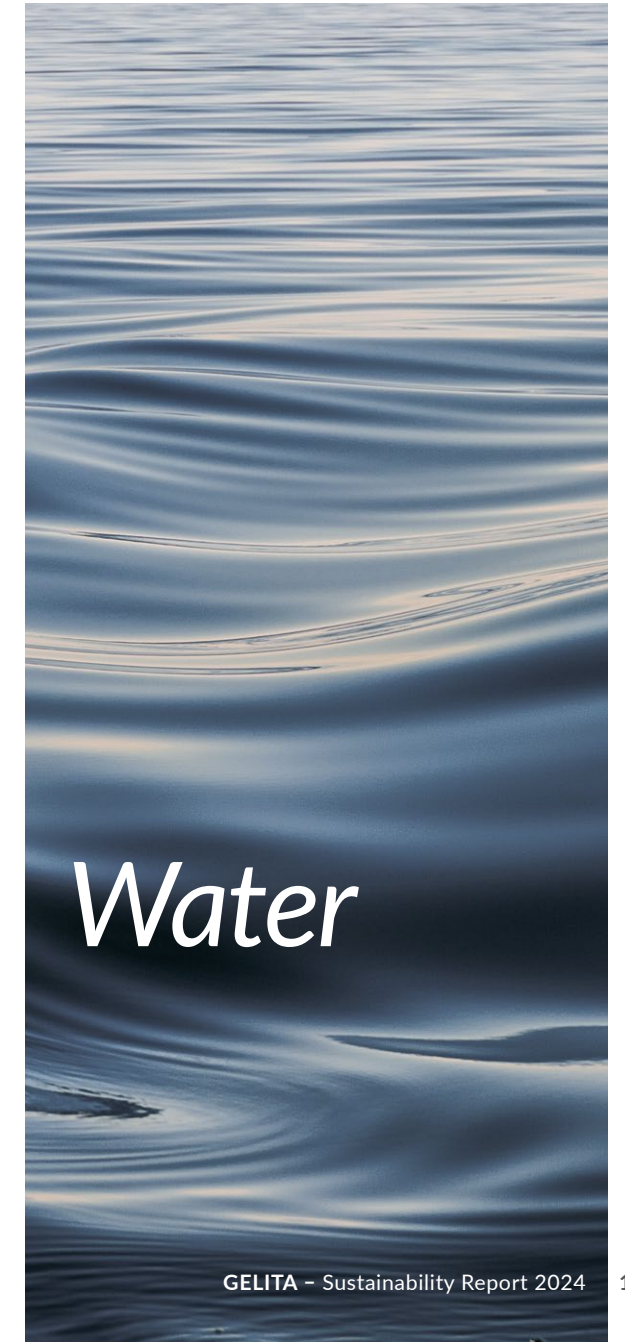
Our environmental metrics, collected across the entire company, form the basis for continuously monitoring our sustainability performance. They enable us to identify potential improvements, implement targeted measures, and systematically track progress toward our goals. We collect data regularly at all sites and evaluate it centrally. By publishing these figures annually, we provide our internal and external stakeholders with transparency on developments and progress in emissions, energy, and water.



*Emissions*



*Energy*



*Water*



PERFORMANCE INDICATORS

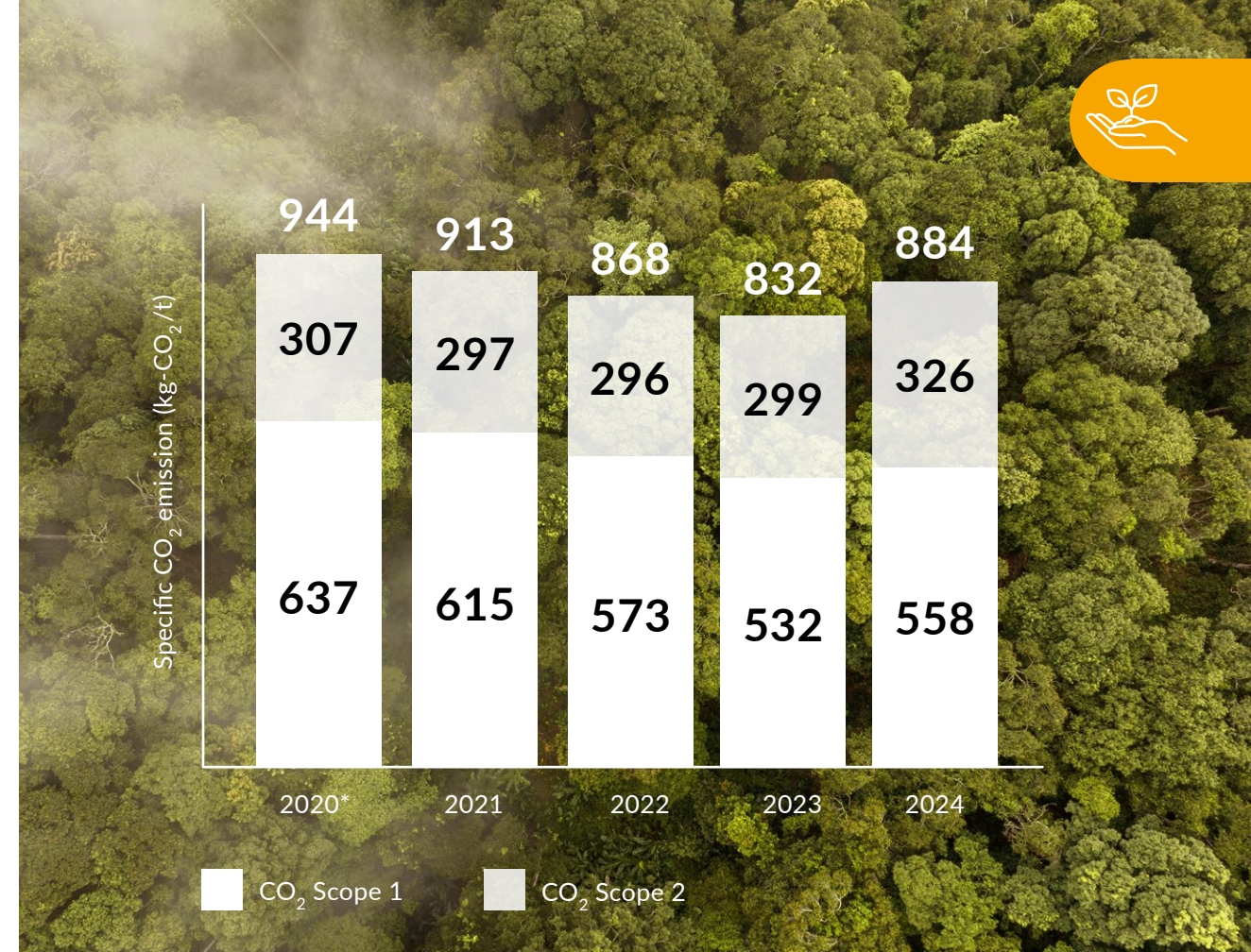
# Emissions

GELITA reports greenhouse gas emissions in accordance with the Greenhouse Gas Protocol (GHG), covering Scope 1 and Scope 2. Scope 1 covers direct emissions from sources that are owned or controlled by the organization. Scope 2 covers indirect emissions generated by purchased electricity, heat, and steam.

Our investments in modern, energy-efficient plant technology have enabled us to continuously reduce emissions in recent years. Between 2020 and 2023, we recorded a decline of nearly 12% in specific greenhouse gas emissions. Despite a temporary increase last year due to a fire at one of our plants, we remain confident in achieving our interim target of a 50% CO<sub>2</sub> reduction by 2030. With this goal in mind, GELITA has thoroughly refined its roadmap and corresponding projects and created a new global role within the company. This strategic measure underscores our

commitment to the systematic and professional implementation of our sustainability objectives. Like many companies, GELITA faces significant challenges in capturing and calculating Scope 3 emissions – indirect emissions that occur upstream and downstream of our business activities. Together with the Gelatine Manufacturers of Europe (GME), we are working intensively on practical solutions.

At GELITA, we also define waste as emissions. Fluctuations in disposal volumes from year to year resulted from the fact that certain waste streams do not occur annually. Hazardous waste such as ion-exchange resins used in water treatment is difficult to replace in our processes. Nevertheless, we aim to reduce these volumes as well and are exploring opportunities to keep as many materials as possible in circulation.



## Waste

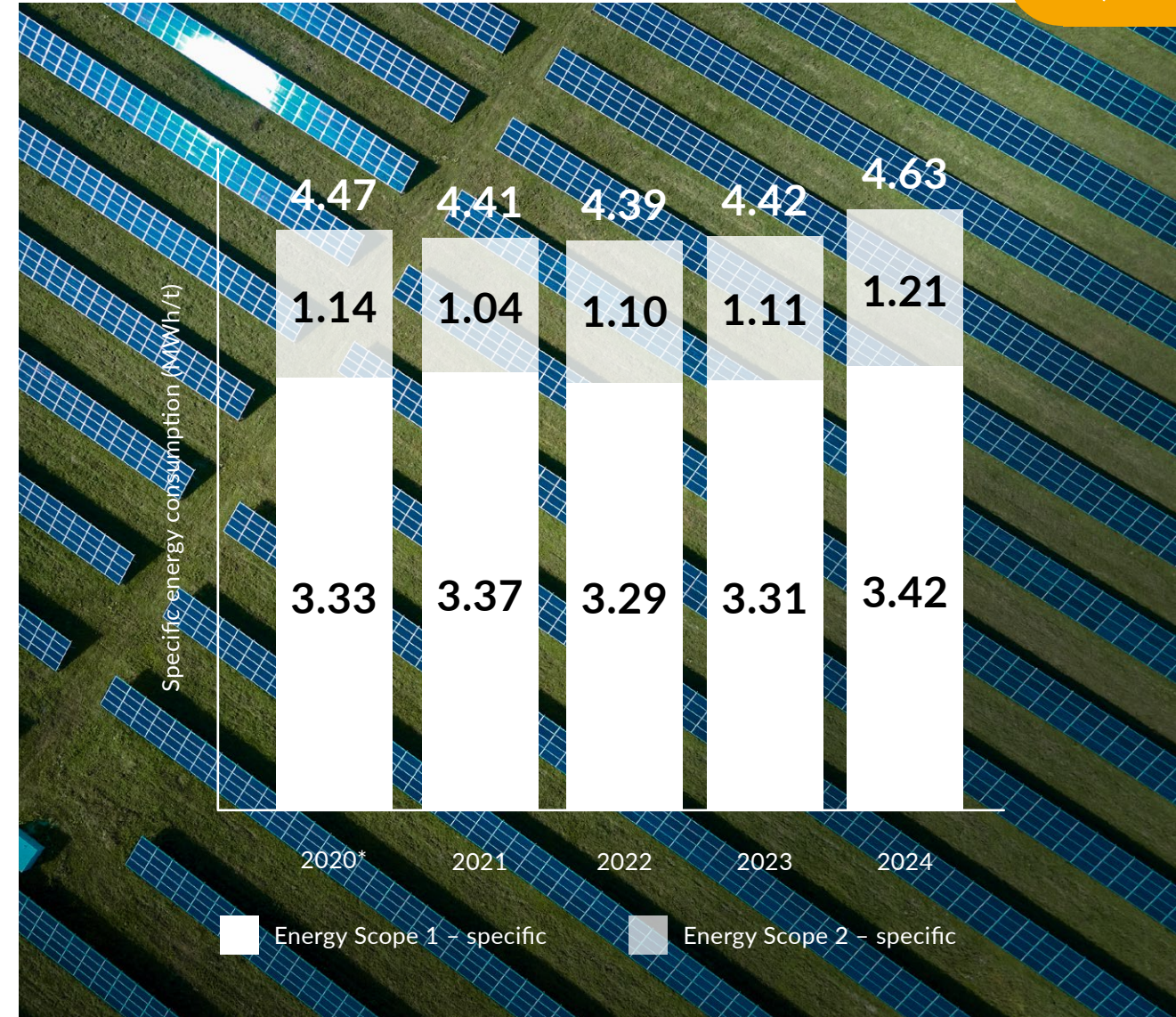
	2020*	2021	2022	2023	2024
Waste for disposal (kg/t product)	11.78	11.44	8.40	11.42	7.93
Hazardous waste (kg/t product)	0.21	0.26	0.26	0.34	0.63

\*The figures represent modeled values. To ensure a comparable data basis for subsequent years, we included the Turkish company SelJel Jelatin Sanayi ve Ticaret A.Ş., acquired at the end of 2020, as well as spray dryers installed at several plants after 2020 as additional emitters.

# Energy

By 2030, our goal is to reduce our specific energy footprint by 30% compared with 2020. Despite continuous process optimization and substantial investment in modernizing and upgrading our facilities, external factors continue to influence our energy balance. Overall, GELITA operated in a challenging market environment in 2024. Overcapacity in gelatin and collagen peptides, excessive inventory levels in downstream supply chains, and inflation-driven consumer restraint temporarily resulted in low utilization rates at our plants. Since our facilities achieve optimal energy efficiency only under full load, energy consumption increased compared with previous years. In addition, the above-mentioned fire at one of our production plants negatively affected the energy balance.

Where feasible, GELITA uses energy from renewable sources. One example: since last year, our three Brazilian sites have been powered exclusively by green energy for all gelatin and collagen peptides production and filling processes. Electricity is supplied by two hydroelectric plants – the Lajari plant in Mato Grosso and the Nova Guaporé plant in the Amazon basin – resulting in a significant reduction in CO<sub>2</sub> emissions. This strategic shift to sustainable energy generation is validated by I-REC certification (International Renewable Energy Certificate), demonstrating our commitment to minimizing climate-relevant emissions.



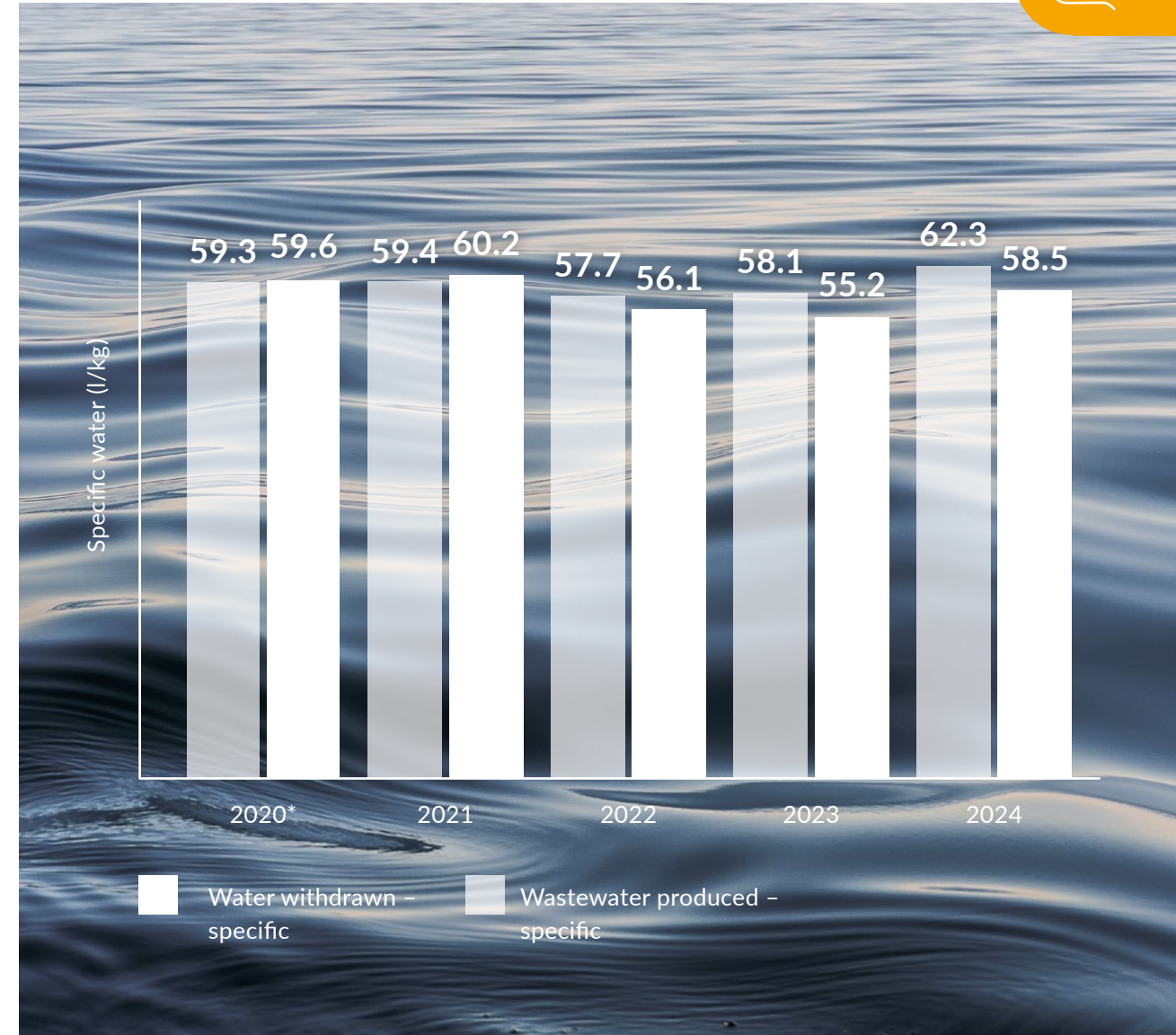
\*The 2020 energy figures represent modeled values. To ensure comparability with subsequent years, we included the Turkish company SelJel Jelatin Sanayi ve Ticaret A.Ş., acquired in the 2020 financial year, as well as spray dryers installed at several plants after 2020 as additional emitters.



# Water and wastewater

A reliable supply of high-quality water is essential for the excellence of our products. In light of global water scarcity, we are driving forward the development of water-saving production processes and continuously improving our wastewater management. Our global Wastewater Competence Center serves as a central coordination hub for all ongoing and planned projects, including the construction of a wastewater treatment plant begun in 2024 at our largest site in Sioux City, USA. Once completed, it will enable significant improvements in water and wastewater treatment.

Increasing weather extremes are negatively affecting water quality at our sites. Heavy rainfall events, in particular, have caused severe damage in many regions. To address this, we are conducting flood-risk analyses at all sites and adapting flood-protection measures as needed. The temporary rise in our water-related KPIs is primarily attributable to external factors such as extreme weather events and market-driven capacity underutilization. Reducing our water use remains a priority of our sustainability agenda.



\*The figures are based on modeled values. To provide a comparable data basis for subsequent years, we have included the Turkish company SelJel Jelatin Sanayi ve Ticaret A.Ş., acquired in the 2020 financial year.



LESS STEAM CONSUMPTION,  
HIGHER ENERGY EFFICIENCY

# Unlocking heat potential from exhaust air

At our site in Eberbach, Germany, a project was launched to further reduce energy use in gelatin production. The focus was on optimizing the gelatin dryers, which require thermal energy in the form of steam. When the project began, two dryer models were in operation, but only one had a built-in system to recover heat from exhaust air.

The project set out to enable heat recovery for both dryer units and, in doing so, improve energy efficiency. The chosen solution required building a connecting channel between the two systems and adapting and modeling the relevant interfaces.

## Energy savings exceed expectations

Initial projections indicated a savings potential of nearly 18%. After the modifications were completed, immediate steam savings of about 16% were achieved. Over the longer term, steam consumption in 2024 fell by more than one-fifth.

- ▶ Successful combination of two formerly independent dryer units
- ▶ Immediate steam savings of 16%
- ▶ Long-term steam consumption reduced by 22%



## ENERGY EFFICIENCY INCREASED

# Compressed air system cuts energy use

Compressed air, generated by compressors at elevated pressure, has a wide range of applications in gelatin production: transporting raw materials, controlling and powering machinery, and supporting drying processes. Compressed air supply is therefore a key lever for improving the energy efficiency of our production. At our Minden site in Germany, we achieved this by combining new technology with an optimized infrastructure.

### Compressed air generation improved

Before the project began, compressed air was produced using compressors of various generations and performance classes at three operating locations: the boiler house, the dryer building, and the spray tower.

They operated with poor energy efficiency or were not optimally used. By relocating the high-

est-capacity compressors to the dryer building, we created an optimized supply structure. The existing compressed air network could then supply all production areas simultaneously and efficiently. This reorganization made it possible to shut down the less efficient compressors in the boiler house while replacing the outdated equipment in the spray tower with modern technology. By shortening the compressed-air line length, compressed-air losses are also expected to decrease.

- ▶ **Compressors meet the latest technical standards**
- ▶ **Optimized distribution network reduces compressed air losses**
- ▶ **Energy efficiency increased by approximately 30%**





## WATER TREATMENT IMPROVED, EMISSIONS REDUCED

# Sludge dewatering saves resources and costs



To ensure process water from gelatin production can be safely returned to nature, sustainable wastewater treatment is essential. Our site in Toluca, Mexico, took an innovative approach: the team tested a screw press for sludge dewatering. The project's goal was to make wastewater treatment even more efficient in the future. Comprehensive tests yielded unexpected findings: long-held assumptions about the performance of conventional belt filter presses were disproven, enabling targeted improvements to the facility.

### Screw press significantly increases solids content

A key advantage of the new technology lies in its handling of the various sludge types generated in a wastewater treatment plant – from primary to surplus sludge. Unlike its predecessor, the new screw press can easily process all these types of

sludge. The performance differences are impressive: while the previously used belt filter presses achieved a solids content of 20–25%, the screw press consistently achieves 27–35% solids. This effectively squeezes sludge so that significantly more solid material remains. As a result, the volume of sludge requiring disposal has already been reduced by approximately 10% compared with the previous year. This leads to a notable reduction in transport trips and CO<sub>2</sub> emissions, with lower transport costs as an added benefit. Sludge from our facilities worldwide is used following circular economy principles, including for soil improvement and fertilizer (see page 7).

- ▶ Sludge volume reduced by around 10%
- ▶ Lower CO<sub>2</sub> emissions due to fewer transport trips
- ▶ Significant reduction in transport costs



## SUSTAINABLE WATER SUPPLY SECURED

# Wells renovation successfully completed

For GELITA, water is an exceptionally valuable resource and indispensable to our production processes. That's why we continuously invest in maintaining and restoring our wells, along with ongoing water quality monitoring. We regularly inspect each well, measure water levels, and take samples. At our Eberbach site in Germany, all required process water is sourced from three wells – the oldest of which has been in operation since 1936. To enhance the reliability and efficiency of the water supply, which supports both gelatin production and the drinking water needs of the entire facility, all three systems were renovated – two of them as full overhauls.

### Independent water supply as an ongoing challenge

A long-standing challenge at this site is the absence of a connection to the municipal water network. The water supply must therefore operate

entirely independently. Against this backdrop, the renovation work focused on avoiding efficiency losses, reducing discharge losses (i.e., decreases in water volume), preventing contamination, and ensuring the long-term structural integrity of the concrete surrounding the wells outlets. This ensures we extract and treat only the water volume actually required for production. Unnecessary water withdrawal due to poor extraction efficiency can thus be avoided.

- ▶ Successful full or partial renovation of three wells
- ▶ Minimization of efficiency losses
- ▶ Prevention of discharge losses to ensure longterm supply reliability





## SOCIAL

# People at the heart of GELITA

Our highly dedicated employees are the key to our continued long-term success. The health of GELITA's workforce is therefore a top priority. We offer a safe environment and employment relationships geared toward long-term cooperation and good working conditions. We support our employees in developing their skills and contributing their ideas. "Improving Quality of Life" is not only our joint purpose and the foundation of our business strategy, but also the commitment we uphold for our employees.



## What guides our action: our values



**Trust:** We are open, honest, fair, and treat each other with respect.



**Courage:** We are courageous and prepared to take risks in order to find new paths. We are capable of learning from our mistakes.



**Passion:** We have high intrinsic energy and great enthusiasm for what we do, and take pride in our work.



**Empathy:** We have understanding for others and are prepared to offer help.



**Commitment:** Our actions are clear and consistent: We do what we say, we can rely on each other, and we pursue the long-term interests of our company.



**Care:** We care about people, society, and the environment. We show this through our continuous actions of reducing our environmental impact, of supporting society and human well-being. We expect the same from our business partners.

Working relationships at GELITA are characterized by a strong mutual commitment and a deep sense of solidarity across locations and national borders. More than 2,900 people from multiple cultures work together in local and global teams across our production sites and offices worldwide. Many of them have been with us for decades – in some cases, over several family generations. They come from different cultures and work in a variety of professions. With our shared values and our vision of ONE GELITA, we foster a culture of loyalty, cohesion, and confidence in the future – qualities that are highly relevant in today's rapidly changing business landscape.

You can find more information about GELITA as an employer [here](#).



# Working together for safety

GELITA is committed to creating a safe and healthy workplace for everyone. We act on the belief that every accident is preventable. Our Zero Accident Vision is the backbone of this commitment – guiding daily decisions and reinforcing safety as a core value across the company. “Zero accidents” is not just an aspiration; it is a shared responsibility embraced by the organization and every individual. Reaching this goal requires personal accountability, open communication, continuous learning, and a safety culture that we live every day.

## Organisation and responsibilities

Responsibility for occupational safety lies primarily with each plant and its on-site specialists, who oversee all operations to ensure smooth and safe processes. They are supported by the

central Environment, Health, and Safety (EHS) unit, which coordinates internal activities and promotes cooperation across all sites. Through the GO-SAFE network, experts remain in regular contact and share expertise to maximize synergies. The Safety Alert System records and monitors all incidents affecting people, facilities or the environment – ensuring that safety remains the top priority.

Our global safety standards are embedded in our management system and set out in the International Occupational Health and Safety Fundamentals. Regular reviews ensure these standards remain aligned with internationally recognized norms and regulations. Our system ensures full compliance, integrating insights from self-assessments, audits, and the collective expertise of our global network.

“Safety at work is more than compliance – it’s a mindset where every employee takes responsibility for themselves and their colleagues. Our role as a company is to create the right framework in which safety is continually improved. Our goal is zero workplace accidents, which means working more safely today than yesterday – and even more safely tomorrow.”

Anja Mannsperger  
Global Lead Expert Sustainability,  
Health & Safety

To reinforce our shared goal of an accident-free workplace, GELITA has presented its internal Safety Award annually since 2017. Each year, the company recognizes outstanding performance





## Occupational safety and health

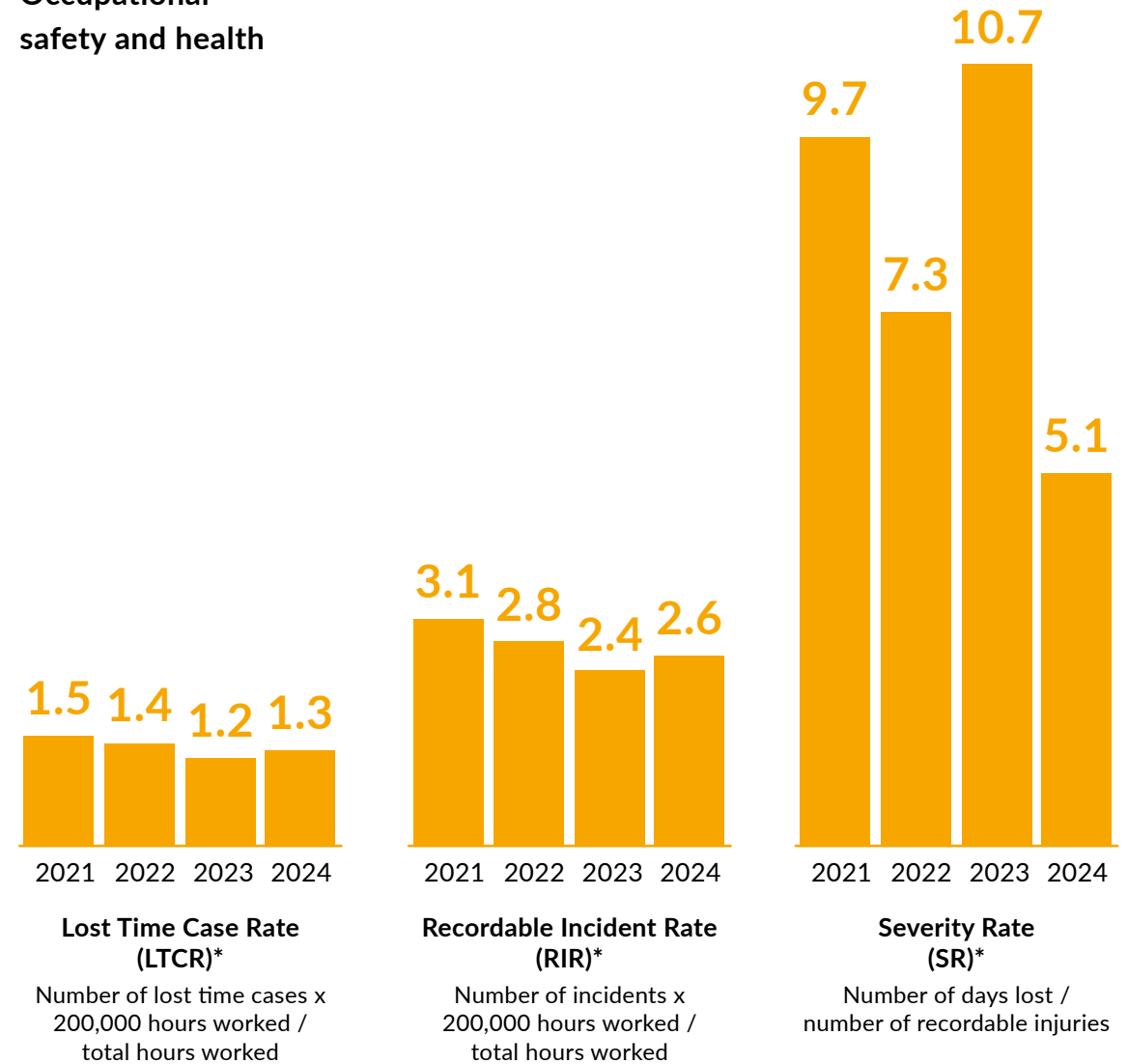
in two categories: Best Improver and Best Performer. The Best Performer award recognizes the plant with the strongest overall safety results across the Group, while the Best Improver award goes to the site with the greatest year-on-year improvement. In 2024, Toluca (Mexico) was named Best Improver and Beaudesert (Australia) Best Performer.

### A mature safety culture

At GELITA, shared responsibility for health and safety is part of everyday work, embedded in all processes. Every employee contributes to main-

taining our culture of safety awareness. To support this, we employ a wide range of measures designed to minimize human error and identify potential technical faults early. Our commitment includes regular training, and daily workplace meetings encourage continuous dialogue and reinforce collective vigilance around safety.

Occupational safety is also integral to GO-BEST, our program for operational excellence and continuous improvement. Progress over the reporting period demonstrates that our prevention measures are effective: the overall number



\* Source: Occupational Safety and Health Administration (OSHA)



of recordable incidents has continued to decline. Particularly striking is the drop in the Severity Rate – down by more than 50% in 2024 compared with the previous year. This demonstrates that even when incidents occurred, serious accidents were successfully prevented. These figures confirm the success of our safety strategy and the implemented measures. We take pride in our mature safety culture, which has proved effective in mitigating impact and preventing harm.

### Safe facilities and processes

As part of our Property Risk Management initiative, we protect our employees, local communities, and the environment through rigorous monitoring of our facilities and processes. From the design and construction stages onwards, our engineers ensure safety features are integrated into all operations. In addition, our 5S+ safety program and other initiatives promote tidy, well-organized workplaces that provide safe and ergonomic conditions for all.

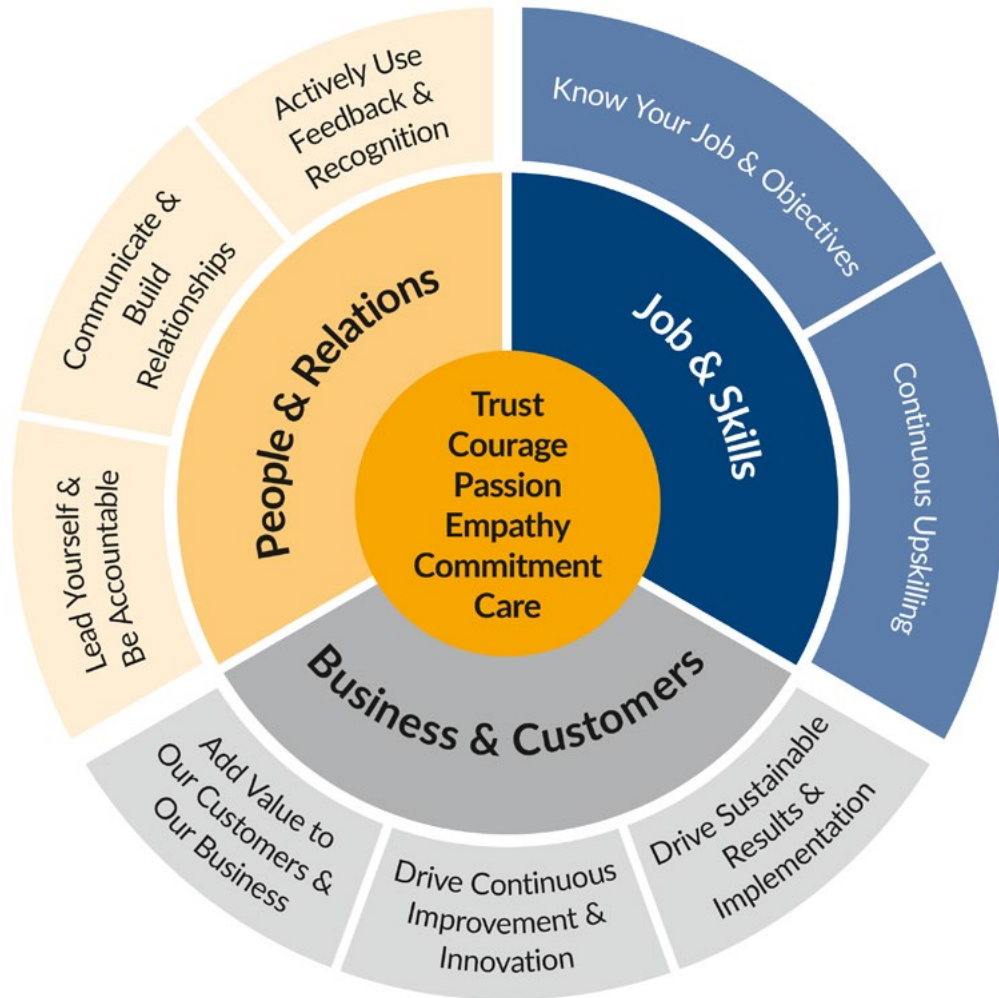
GELITA is committed to upholding internationally recognized safety standards worldwide and maintaining them through proactive measures at all its sites.





## EMPLOYEES

# Growing together at GELITA



### GELITA's Competency Model

We focus on building up competencies now and for the future while fostering individual strengths. For this purpose, we work with our GELITA Competency Model, which provides a clear framework for the targeted development of employees at GELITA. This competency model is used worldwide and across all locations and forms the basis for performance appraisals, feedback discussions, and the associated development and succession planning.

At GELITA, we value the contributions of every individual to our continued success. Guided by our GELITA Competency Model, we support self-driven growth. We invest in identifying talent and strengthening competencies that align with our business strategy. People development is a top priority for us.

We create workplaces and qualifications for the future, promote a modern working environment, and endorse a healthy work-life integration. At GELITA, we are driven by innovation and sustainability, leveraging our years of experience and expertise in the gelatin industry. Forward-looking ways of thinking and new impulses are key to developing customer-centric solutions. Our idea management helps promote innovation and is

an important pillar of our GO-BEST Operational Excellence Program. We firmly believe that every idea counts and contributes to continuous development. It is not only major innovations that lead to success. Many small ideas and measures that our employees identify in their day-to-day work also help us to develop together step by step and strengthen our position as one of the leading manufacturers in our industry.

In 2024, we further expanded our development activities with new formats and initiatives that harness the power of networking and knowledge sharing across our organization.



DEVELOPMENT PROGRAMS AND INITIATIVES

# From knowledge to leadership

We invest in our employees' growth and development. As part of our strategy to attract and retain talent, we offer a wide range of learning and development opportunities alongside traditional internal and external training. In 2024, we further expanded both our global and virtual programs.

### Young Engineering Program

Our Young Engineering Program aims to develop the next generation of specialists and leaders in production. The centerpiece is an online academy where our experts pass on their know-how to the next generation, and enable a continuous global exchange of experience. In 2024, another 32 colleagues from around the world participated in specifically tailored interactive sessions throughout the year and graduated from the program. It was continued in 2025.

### GROW learning platform

Promoting lifelong learning and growing together as a company – that is the aim of our GROW platform. This learning management system brings together all training opportunities – both digital and face-to-face – in one place and maps the associated processes. In 2024, we continuously expanded GROW into a shared global platform across the GELITA organization, enabling us to roll out key content and formats efficiently and easily.

### Global Accelerated Development Program (GADP)

This successful global development program prepares experts and leaders for their next career





step and the associated tasks. It is designed to be cross-country and cross-functional. The program has now become a firmly established development opportunity, continuously building up a strong leadership pipeline and network across the globe.

### Global Sales Program

In 2024, we launched our GELITA Global Sales Program. With 70 colleagues from all regions participating in the program over about five months (mixed online and in person), we are committed to fostering a culture of continuous learning within our direct front-selling functions, technical support, and application experts. Through its collaborative learning setup, we create a unified approach to drive our organization forward.

### Board touchpoints

Regular interaction opportunities with the Management Board promote dialogue between talented individuals and our board members. The mutual exchange of ideas and experiences results in a win-win situation for both sides.

### Professional qualification in operations

As part of the Qualification Opportunity Act in Germany, GELITA implemented advanced training for colleagues at our German sites who had not yet obtained a vocational qualification or were working in a field unrelated to their training. This initiative supports our employees in advancing their professional qualifications and, at the same time, responds to increasing automation, digitalization, and structural change. 12 participants successfully completed the program with an official vocational qualification recognized by the Chamber of Industry and Commerce. The qualification format was continued in 2025.

**GELITA provides a collaborative work environment with committed colleagues across locations worldwide. We encourage new ideas, support professional growth, and value every team member's contribution – while promoting both individual and shared success. Learn more about GELITA as an employer.**





# Voices of our employees



“GELITA has served as a gateway to my personal and professional development. As a world-class company, it provides an environment where everybody can continuously learn, grow, and thrive.”

Francisco Perez  
Financial Analyst,  
Mexico



“I enjoy working at GELITA, among other things, because we have good cooperation, we help and stand up for each other when needed, and have fun at work.”

Michelle Lamb  
Electrician,  
Sweden



“I appreciate GELITA being a company truly committed to the well-being of its employees. For me, working for GELITA means being part of an inspiring environment that promotes development and motivation. I am grateful for the opportunities I have had and those that will show up in the future.”

Aline Araujo  
Raw Material Analyst,  
Brazil



“GELITA is the type of company that you want to work in for your whole career. After 34 years, I couldn't imagine working anywhere else.”

Meshack Mhlongo  
Gelatin Store Supervisor,  
South Africa



“At GELITA, being a Graduate Process Engineer is not just about gaining technical expertise, it is about embarking on a journey of growth, discovery, and impact. I am proud to be associated with GELITA. It is not just a workplace, it is a community of passionate individuals dedicated to excellence and innovation.”

Quinnie Pham  
Graduate Process Engineer,  
Australia

## SOCIAL COMMITMENT

# Shaping the future together

As a company, we are aware of our role in society and actively support social initiatives at our locations. Our goal is to make a positive contribution to the United Nations Sustainable Development Goals (SDGs). Four of the 17 goals are especially important to us: “No Poverty,” “Good Health and Well-Being,” “Quality

Education,” and “Life on Land.” In 2024, we were able to support numerous projects and initiatives around the world that contribute to these goals. This engagement would not be possible without the active support of our employees and our close collaboration with local partners and organizations. We sincerely thank them for this.



### Education partnership for sustainability

The UN SDGs are also central to the “17+Wir” project. As part of an educational partnership between GELITA and Realschule Eberbach secondary school in Germany, GELITA trainees and students jointly developed solutions for the 17 United Nations Goals – and put them into practice. Since the partnership began in 2024, these teenagers have been learning not only in the classroom but in real-life settings: they take responsibility for projects and experience firsthand that their commitment can make a difference. For our trainees, the collaboration is also a valuable experience: they grow into their roles as mentors and develop leadership skills.



### GELITA award for outstanding product development

Promoting young talent in the food industry and helping them launch their careers – that is what the GELITA Award for Outstanding Product Development stands for. Our location Beaudesert in Australia supports the William Angliss Institute and annually recognizes the top students in the Food Science and Technology diploma program. The award honors innovative product developments and encourages the next generation of professionals to develop creative and sustainable solutions for the food industry.



### ▶ **Planting trees, living responsibility**

Planting the future together – this commitment was tangible during a volunteer initiative by GELITA employees and their families. With shovels and dedication, they planted young trees in Mexico, each sapling representing their responsibility toward future generations. Experiences like this foster a sense of connection and show that when people come together, they can achieve something meaningful.

### **Digital education for all** ▶

Creating equal opportunities for all students – that is the aim of the educational partnership between GELITA and Hohenstaufen-Gymnasium secondary school in Eberbach, Germany. Through an annual donation, GELITA provides all students from fifth grade onward with access to data-protection-compliant Office 365 accounts. They learn to use digital tools that are indispensable in their future careers and can develop their skills independently of their families' resources. It is an investment in educational equity and in the future of young people.



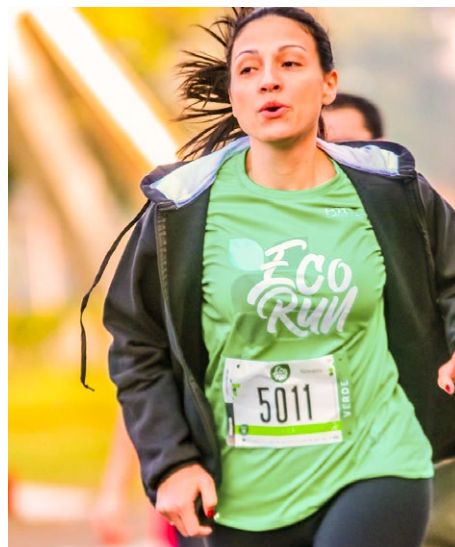
### ▶ **Innovative food development**

Seven students from the Singapore Institute of Technology and Massey University have been working on a special project since August 2024, developing innovative food products using GELITA ingredients and learning how an idea can become a market-ready product. GELITA supports these future food technologists throughout the entire development process, providing valuable insights into practical application. By April 2025, the students had researched market gaps, developed prototypes, and presented their concepts to local manufacturers in Singapore.



### Running for the environment ▶

In August 2024, the Eco Run took place in São Paulo, Brazil – a race with a strong focus on sustainability. More than a sporting event, the Eco Run combines physical activity, health, and a commitment to climate action. GELITA supported the event as a sponsor and encouraged employees to take part. A total of 11,000 runners joined the race, together sending a powerful signal for environmental protection.



### Hand in hand for a greener future

To mark World Earth Day 2024, employees from GELITA USA took part in the Litter Dash campaign in Sioux City, sending a strong local signal for environmental protection. Equipped with gloves and trash bags, they collected litter

in their community, showing that sustainable action starts close to home. The initiative not only helps keep the environment clean and improves quality of life but also raises awareness of the value of community engagement.



### Hygiene products for women in need ▶

Caring for women in difficult life situations was the focus of a donation drive organized by GELITA Brazil for International Women's Day. In March 2024, employees collected around 300 hygiene articles, including soap, sanitary pads, dental care products, and skin care items. The donations were given to the nonprofit organization Absorvendo Amor, which supports women in schools, communities, and social institutions. An initiative that illustrates how small gestures can make a meaningful difference.





### Softball for young talent

Young people need spaces where they can explore, grow, and work toward shared goals. A youth softball team offers exactly that: here, children and teenagers experience what team spirit, fairness, and mutual support really mean. GELITA USA supports a local team as a sponsor, making it possible not only to take part in competitions but also to acquire equipment and organize joint activities. Supporting youth sports is GELITA's contribution to helping young people develop – on and off the field.

### Young athletes shine at GELITA U12 Soccer Cup

Team spirit, fair play, perseverance, and respect are values that extend far beyond the playing field. In December 2024, GELITA supported the prestigious youth tournament of the German Eberbacher Sport Club (ESC) for the seventh time, bringing together youth teams from Bundesliga clubs and elite football academies. The GELITA U12 Cup is more than a sporting event – it gives young people the opportunity to be physically active, build self-confidence, form friendships, and learn how to handle both success and defeat. GELITA is proud to support the development of young talent and, together with ESC, create a highlight for the region.



### Healthy with GELITA

Supporting our employees' health throughout their working lives is important to us. In 2024, the "Healthy with GELITA" program further complemented our existing initiatives. It includes activities, offerings, and information designed to promote a healthy lifestyle. Nutrition tips, yoga classes, exercises for active breaks, and much more are available to employees.





### Hope for children with cancer ▶

Today, six out of seven children survive a cancer diagnosis, but half of these survivors face long-term consequences. Team Rynkeby raises funds for research into pediatric diseases, giving seriously ill children hope for a cure. Founded in 2002, the initiative has grown into a Europe-wide charity cycling project, with around 2,000 cyclists from eight European countries riding together to Paris each year. By supporting Team Rynkeby, GELITA makes a valuable contribution to the fight against childhood cancer and helps ensure that even more children have a chance at a healthy life in the future.



### Gummy bear workshop for kindergarten children

In July 2024, GELITA employees from Eberbach visited St. Josef Kindergarten in Heidelberg-Ziegelhausen. Eleven children got to experience firsthand just how versatile gelatin is. Wearing lab coats and caps, they learned where gelatin is used – from gummy bears and marshmallows to jelly desserts.

They smelled different flavors, pressed shapes into starch boards, and poured the gummy mixture themselves. It was an educational morning that gave the children a playful glimpse into food production and showed that science and fun can go hand in hand.



### ◀ Solidarity with Rio Grande do Sul

In May 2024, the Brazilian state of Rio Grande do Sul was hit by severe flooding. GELITA Brazil immediately launched a solidarity campaign at all three sites in Cotia, Maringá, and Mococa. Employees collected non-perishable food, clothing, blankets, hygiene articles, and pet food for people and animals affected by the disaster. All donations were delivered to emergency shelters caring for flood victims. The initiative highlights the importance of acting quickly and decisively in times of crisis.



## CORPORATE GOVERNANCE

# *Responsibility and integrity as the foundation of our actions*

Ethical principles and integrity guide our daily actions. Our values and corporate principles form the foundation of all business activities and build trust with customers, shareholders, suppliers, and other business partners. They shape our corporate culture across all locations and define processes and collaboration at every level.

GELITA bases its decisions and the design of its business processes on comprehensive legal advice from internal and external experts. The Management Board, managers, and employees are committed to complying not only with applicable laws but also with our own internal policies. In this way, we ensure responsible and



sustainable corporate governance that protects our company, safeguards stability, and supports long-term success.

### Clear structures and transparency

Our dual management system, consisting of the Management Board and the Supervisory Board, lies at the heart of our transparent corporate governance and ensures ongoing compliance with all legal, ethical, and operational standards.

The Management Board defines the company's overall strategy and direction, manages the business, and ensures that all activities are aligned with the company's objectives and values. It oversees Global Business Management as well as domestic and international subsidiaries. Both shareholder and employee representatives are actively involved on the Supervisory Board. Management and oversight rights are defined at the Annual General Meeting, enabling effective collaboration.

### Focus on safety and quality

In addition to legal requirements, the GELITA Group Policies and various management systems provide the framework for corporate gover-

nance. Comprehensive security mechanisms protect sensitive data and information. Consistent adherence to defined standards ensures consistently high levels of product quality and safety for our customers.



“

“At GELITA, corporate governance means more than compliance. It is our promise to customers, employees, business partners, and shareholders that integrity and responsibility are anchored in everything we do.”

Jan Christoph Teetz  
CFO of GELITA AG

”

# Consistent compliance with regulations

Trust-based relationships with our customers are essential to GELITA. The ethical standards that guide everyone throughout the company are set out in the GELITA Code of Conduct, which reflects our commitment to acting responsibly, respectfully, and fairly toward employees, customers, and business partners.

We reject any form of business practice that conflicts with our principles or values. To anchor this stance across the organization, we operate a comprehensive Compliance Management System. It embeds compliance into the company's cul-

ture for all employees and managers and ensures adherence to both external legal requirements and internal GELITA rules. The Group Vice President Legal, Risk & Compliance oversees the system on behalf of the Management Board.

## Strong foundations for compliance

GELITA's corporate culture fosters responsible conduct at every level. The goal is to ensure that our products and processes, from procurement through delivery, meet all legal mandates and internal specifications. Our compliance program encompasses a full set of compliance measures, including internal

policies, training initiatives, workshops, and audits to identify and mitigate risks. Another core element is the compliance organization, which outlines the duties and accountabilities of the Manage-

ment Board, subsidiary leadership, the Group Vice President Legal, Risk & Compliance, and designated compliance managers. GELITA has also established a Compliance Risk Committee. This forum facili-





## GELITA's key compliance topics

In the narrower sense

- Combating corruption, fraud, and embezzlement
- Anti-money laundering
- Antitrust law
- Data protection
- Export control
- Supply chain compliance

In the broader sense

- Health and work safety
- Environmental and energy law
- Labor law
- Product compliance
- Tax
- Sanctions lists
- Information security

tates the exchange of information between functions involved in risk management and compliance, helping ensure that all compliance-related and other corporate risks are identified early and addressed with suitable controls. Compliance communications supports this effort by raising awareness, sharing guidance, and distributing relevant updates throughout the company. As part of our commitment to continuous improvement, GELITA's Compliance Management System is subject to ongoing review and refinement.

Employees and business partners are encouraged to report violations of the law, internal rules, or any other misconduct either directly to supervisors, colleagues, or the Group Vice President Legal, Risk & Compliance. Reports can be made openly or anonymously through the whistleblower hotline. All credible information is pursued, potential compliance breaches are investigated, and corrective actions are taken to prevent recurrence.



# Safeguarding digital assets

Cyberattacks and misuse of data continue to rise globally. As an international organization with locations on six continents, protecting digital assets and information is critical to maintaining stakeholder confidence. GELITA therefore invests continually in strengthening the security of its IT systems, processes, and control mechanisms.

## Early detection and prevention of threats

A central component of our security infrastructure is our Security Information and Event Management (SIEM) system. Prevention remains the best defense against cyberattacks, and the SIEM helps us identify unusual activity and potential threats. It consolidates data from event logs,

firewalls, security tools, and devices, giving our security team the visibility they need. The system is also an important tool for compliance and regulatory reporting.

We rely on state-of-the-art firewall technology to link our global sites, secure connections, and limit the spread of malware should an incident occur. Firewalls also ensure that remote workstations connect securely to company servers. Network segmentation within each site provides additional layers of protection for sensitive areas.

Privileged Access Management (PAM) further strengthens our defenses by safeguarding privi-

## IT security at GELITA

### Protecting

- Use of the latest firewall systems
- Deployment of backup and restore tools
- Effective end-device protection
- Encryption of internal data storage media
- Multifactor authentication for all critical systems
- Security Information and Event Management (SIEM)
- Privileged Access Management (PAM)
- Endpoint Detection and Response (EDR)
- Vulnerability Management (VM)

### Testing and adapting

- Security training and stress tests
- Regular review and update of internal policies
- Performance of self-audits
- Participation in external audits
- Execution of outage simulations



leged credentials against theft or misuse. As part of GELITA's cybersecurity strategy, PAM helps monitor, secure, and audit both human and automated high-privilege accounts.

Our Endpoint Detection and Response (EDR) security solution goes beyond traditional antivirus tools. Using artificial intelligence and machine learning, it can automatically block suspicious activity or isolate compromised endpoints to contain threats. This gives analysts valuable time to investigate and resolve potential incidents.

Backup and recovery systems add another layer of resilience by securing data across local and cloud environments and protecting against threats such as ransomware.

### Keeping systems current

The IT department centrally manages all company-issued devices, ensuring the timely deployment of software updates, security patches, and endpoint protection.

Our Vulnerability Management (VM) process shortens the time needed to detect and remediate system vulnerabilities. VM provides a clear



overview of issues requiring action and generates prioritized tasks to support effective company-wide patch management. All internal data storage media on employee devices are encrypted to prevent unauthorized access should equipment be lost or stolen. Multifactor authentication is required for all critical systems.

### Reviewing and enhancing security measures

Our international IT security team stays aligned with the recommendations of the German Federal Office for Information Security (BSI) and participates in ongoing training. Based on this guidance, we routinely stress-test our security tools

and replace affected systems when necessary. The team also prepares and updates internal policies on data security, communicates changes, and provides practical instructions through the GELITA intranet.

Internal audits and external reviews are conducted regularly to validate the effectiveness of our security practices. We also commission periodic penetration tests, which simulate targeted attacks on our internal and external systems.

Working closely with our Risk Management team, we assess GELITA's exposure to IT risks every six months and integrate the findings into our broader IT strategy. Annual outage simulations are carried out across all locations to ensure teams are prepared and processes function reliably during emergencies.

# Employees as the first line of protection

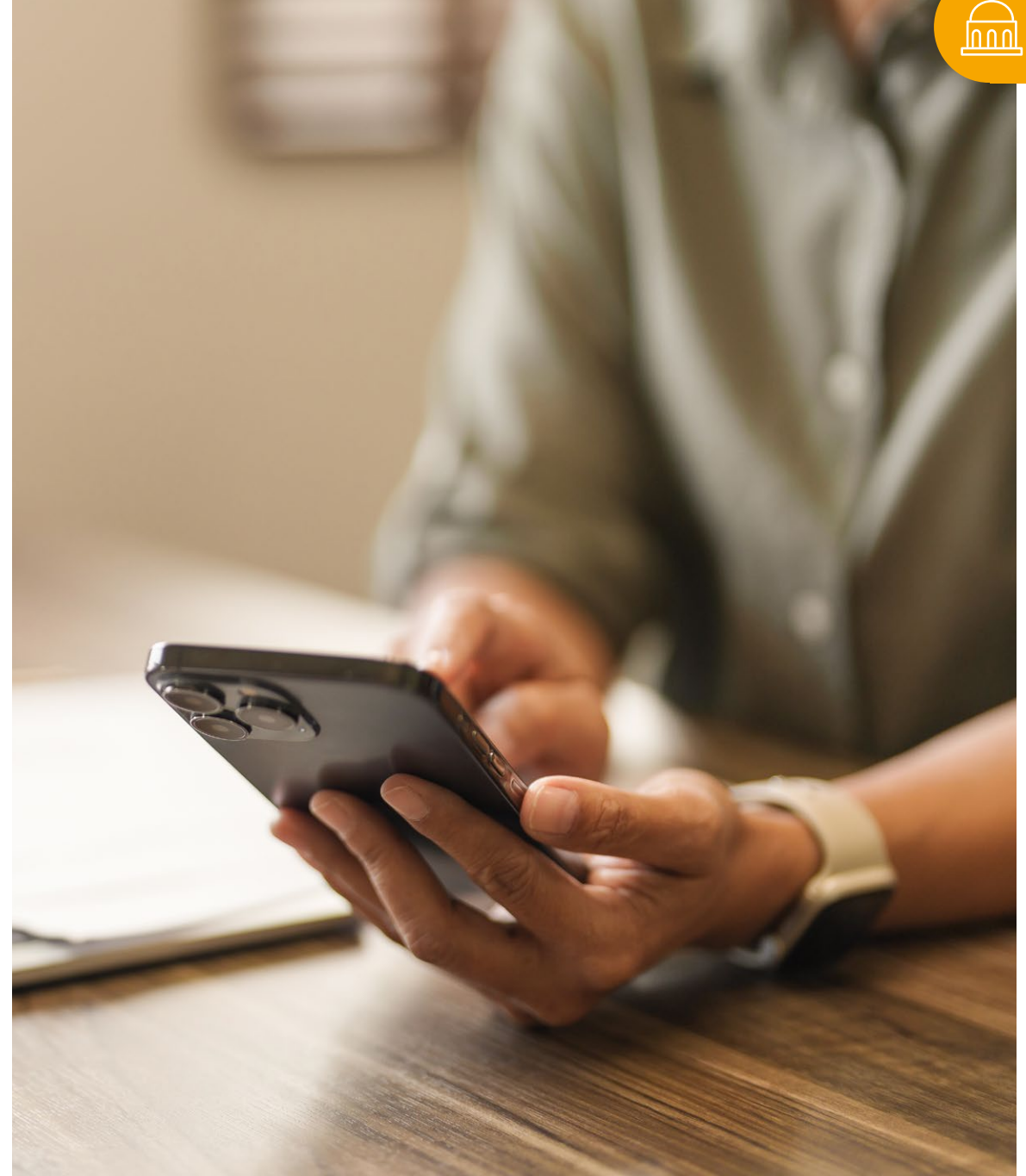
Alongside technical safeguards and internal IT processes, GELITA places particular emphasis on its employees as the first line of defense against cyber threats. Attackers increasingly target individuals in the company through emails, calls, in-person attempts, and social engineering tactics aimed at gaining physical access or sensitive information.

## Cybersecurity awareness training

The most effective protection in such cases is enabling employees to spot and report suspicious activity. GELITA partners with leading providers to develop targeted training and awareness programs. Monthly training sessions, mandatory for all users, are paired with simulated attack exercis-

es. Employee performance in these modules helps us track vulnerabilities and tailor future content accordingly. These efforts are delivering results, with GELITA performing significantly better than industry benchmarks.

Employees provide consistently positive feedback on the cybersecurity training program, reinforcing confidence in secure communication practices. Direct reporting channels for suspicious messages or behavior ensure our experts can quickly investigate and respond.



# *Safeguarding data integrity and privacy*

All personal data shared with us by customers, suppliers, or employees is handled with the highest level of protection. GELITA maintains a global data protection management system to ensure compliance with relevant regulations and support privacy-compliant business activities throughout the company. The system consists of a structured organizational framework and well-defined data protection processes and policies.

## **Data protection oversight**

A central data protection unit within the Legal, Risk & Compliance function coordinates GELITA's privacy activities, oversees the development of global data protection processes and standards, and provides expert guidance. The company's data privacy officer is part of this unit.

Key components of our organizational structure include a network of data protection coordinators and "Single Points of Contact Data Protection," who support local compliance efforts and advise employees on privacy-related issues. Ultimately, the Legal Entities, Group Vice Presidents, and the Management Board are responsible for ensuring overall compliance with data protection requirements.

## **Implementing data protection rules and processes**

Our Group Policy on Data Protection sets out GELITA's principles for processing personal data. It is based on European legislation, primarily the General Data Protection Regulation, and supplemented by additional local requirements where stricter rules apply. Country-specific management

procedures and templates further support implementation, covering areas such as data subject inquiries, documentation of processing activities, and privacy risk management.

## **Building privacy awareness**

Complying with privacy obligations depends heavily on employee awareness. For this reason,

staff undergo regular mandatory training via webinars, and GELITA is evaluating an additional e-learning program on data protection.

To maintain a consistently high standard of data protection management and drive continuous improvement, we conduct both internal and external audits at regular intervals.



# Proven standards

GELITA promises its customers top quality worldwide. To ensure this while simultaneously promoting continuous improvement, we have implemented several internationally recognized management system standards at GELITA. They are all based on ISO 9001 (quality management). The food safety certification scheme FSSC 22000 has been introduced at all production sites worldwide and is recognized by the Global Food Safety Initiative (GFSI).

In 2024, 80% of our plants worldwide were certified to ISO 14001 (environmental management), and all plants in Germany to ISO 50001 (energy management).

Regular audits by authorities, certification bodies, and customers help to ensure and confirm compliance with internal and external standards for product quality and safety, occupational health and safety, energy efficiency, and environmental protection.



80%

of our plants worldwide are certified to ISO 14001 (environmental management).

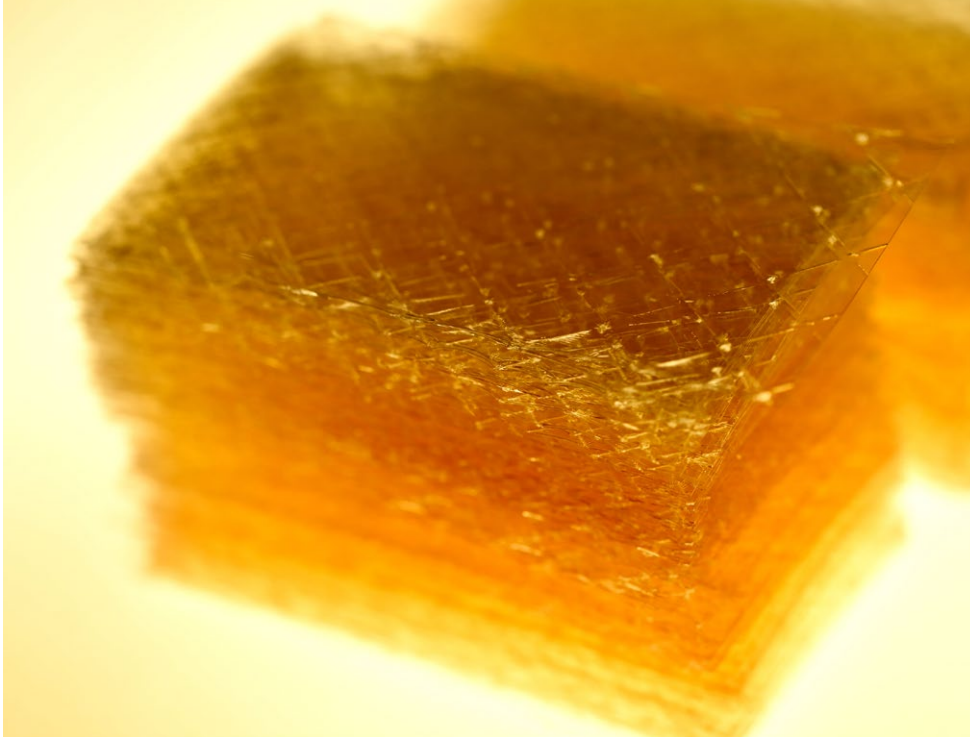
100%

of our German plants have ISO 50001 certification (energy management).



## PRODUCT QUALITY AND SAFETY CULTURE

# Embedding safety in every process



GELITA is committed to high quality standards and consistently provides its customers with safe products. This obliges each of our companies and employees to exercise diligence and unconditional compliance with the rules. Our corporate code of conduct and values clearly define our ethical and cultural stance.

Food safety standards such as FSSC 22000 and IFS also require food manufacturers to promote a culture of quality and food safety – a culture that encompasses goal setting, communication, employee engagement, and performance measurement. We have anchored sensitivity and meticulousness regarding food safety in both thought and action within our corporate culture.

We actively support our employees in identifying and preventing deviations in all processes that

could compromise the safety, quality, and legality of our products. Through our various communication channels, such as daily shopfloor meetings or ideas management, staff members can also contribute their suggestions and ideas for improvement.

### Animal-friendly production

As processors of animal by-products, we are committed to fair and species-appropriate livestock farming. GELITA therefore actively supports all meaningful measures to improve animal welfare conditions. Regulatory requirements for animal welfare apply throughout the entire supply chain,

from animal husbandry and transportation to slaughter. Our raw materials are derived exclusively from healthy animals slaughtered in approved abattoirs whose carcasses have been deemed fit for human consumption following ante and post-mortem veterinary inspection. An important aspect of the ante-mortem inspection is to verify whether there are indications of animal welfare violations in the animals examined. Inspections are carried out by official veterinarians, ensuring full oversight by the relevant authorities.

Our suppliers are contractually obliged to fully comply with the relevant legal provisions to en-

sure animal welfare. Furthermore, as part of our certified quality management system, we conduct supplier audits in addition to official inspections. These audits assess whether appropriate measures have been implemented to comply with animal welfare standards. In case of proven violations, the supplier must explain in detail how the shortcomings will be remedied. Failure to cooperate would result in the suspension of the supplier.

In addition to the measures implemented in our supply chain, GELITA has supported the German Animal Welfare Initiative (Initiative Tierwohl) since 2018. This voluntary program brings together stakeholders from agriculture, meat processing, and food retail to advance sustainable and animal-friendly meat production. Furthermore, GELITA is a member of GME, the leading association of European gelatin producers. In this way, we actively support the continuous optimization of sustainable practices, contribute to the goals of the European Green Deal, and simultaneously improve the social and economic dimensions of the meat industry.

[Do you want more information? Click here](#)

# Responsible supply chain management

At GELITA, we see ourselves as a reliable partner, striving for long-term, trust-based collaborations with our suppliers founded on binding agreements. Adhering to global minimum standards is an essential component of our corporate strategy. In addition, we comply with the legal requirements that apply in the respective regions. Our minimum requirements are documented in our Supplier Code of Conduct Business Partner, which our suppliers are expected to sign.

All the principles and standards set out therein align with the United Nations Guiding Principles on Business and Human Rights and the Declaration of the International Labor Organization (ILO). GELITA has been a member of the Supplier Ethical Data Exchange (SEDEX) database since 2011. All our sites worldwide are registered there,

where they undergo regular audits to confirm our commitment to ethical trading practices.

## Platform supports supplier evaluation

The German Supply Chain Act (“Lieferkettensorgfaltspflichtengesetz”) came into force at the beginning of 2023. Since then, we have used Integrity Next, an ESG risk management platform, to facilitate the evaluation of our suppliers and ensure that GELITA entities adhere to international standards and regulations on compliance and sustainability in a standardized and automated manner.

A comprehensive abstract risk analysis based on industry and country parameters was conducted for all suppliers. Those identified as medium or high risk were requested to undergo a detailed

specific risk analysis. Regardless of risk value, all GELITA entities were invited to participate in the abstract and specific risk analyses. Measures to

minimize or eliminate risks and violations within the supply chain and for our own entities are initiated immediately.



# GELITA

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