

# **INTEGRATED MANAGEMENT SYSTEM POLICY**

<b>Approved on:</b>	<b>05/09/2022</b>	<b>Approved by:</b>	<b>BETTI GIANFRANCO</b>	<b>Effective date:</b>	<b>05/09/2022</b>
<b>Notes:</b>	<b>General Revision</b>				

## Mission

Newlat Food Group, hereinafter also referred to as the "Group", has as its mission to pursue consumer welfare through the production of healthy, quality products at affordable prices, promoting the best Italian tradition.

In carrying out its activities, the Group aims to:

- maintain and consolidate the relationship of trust with consumers and customers, guaranteeing the quality and food safety of its products. This is possible thanks to agri-food supply chains that are respectful of the environment, attentive to animal welfare and to the protection of workers and respectful of business ethics.
- activate paths that guarantee an ever-increasing sustainability of production processes, both as a factor of competitiveness and as a response to the growing demand for social and environmental responsibility from consumers and all stakeholders with whom the Group wants to maintain solid relations and create value.
- ensure continuous internal and external organic growth, consolidating the reference market and developing initiatives towards new territorial, national and international areas, maintaining and enhancing traditional channels, researching and exploring new forms of marketing.

In these contexts, the Group adopts and promotes ethical behaviour towards all its players, implementing a strong push towards product and process innovation and ensuring investors a remuneration in line with their expectations.

## Goals

Food safety and product quality are essential elements for the Group. In addition to that, Newlat Food pursue the following objectives:

- Develop and consolidate products:
  - belonging to the Group's historical brands, in the Italian food market;
  - made with Italian ingredients and raw materials;
  - responding to the specific and emerging nutritional needs of consumers with special requirements (protein-free, gluten-free, lactose-free, vitamin enriched, etc.);
  - in line with the needs of the society (organic, vegetarian, vegan, non-GMO, etc.) o responding to nutritional needs linked to ethical and cultural reasons (Kosher and Halal);
- Apply continuous improvement as a key element to maintain competitiveness.
- Promote respect for and protection of human rights, safeguarding ethical-moral principles in the workplace, through behaviour oriented towards:
  - Condemning and avoiding all forms of forced and child labour;
  - Recognising and defending workers' freedom of association, political and religious expression and the right to trade union bargaining;
  - Guaranteeing staff training in order to foster staff's professional growth and development, without any discrimination;
  - Promoting gender equality, protecting and enhancing all forms of diversity, preventing and sanctioning all forms of discrimination and harassment;

<b>Approved on:</b>	<b>05/09/2022</b>	<b>Approved by:</b>	<b>BETTI GIANFRANCO</b>	<b>Effective date:</b>	<b>05/09/2022</b>
<b>Notes:</b>	<b>General Revision</b>				

- Ensure compliance with workers' health and safety regulations by guaranteeing their effective enforcement.
- Promote environmental protection through strict compliance with reference standards, the development circular economy practices, the pursuit of ever-increasing process efficiency, the adoption of innovative packaging, the reduction of waste, the adoption of sustainable agricultural practices and the virtuous management of animal by-products;
- Enhance the skills and know-how of the Group's employees;
- Promote activities and initiatives aimed at the involvement, enhancement and development of local communities and the territory in which the Group operates.

## Tools

In order to pursue its mission and achieve its objectives, the Group adopts the following measures:

- Selecting raw materials, semi-finished products and packaging materials from qualified suppliers and subjecting them to periodic monitoring;
- Carrying out numerous checks and analyses on the product during all stages of the process;
- Development of partnerships with different producers, guaranteeing full reliability in terms of quality and Food Safety (copackers);
- Supporting, whenever possible, the establishment of lasting partnerships with supply chains to promote compliance with environmental, ethical and social standards in the supply chain;
- Promotion of the optimal use of resources through the introduction of more efficient machinery, the use of energy from renewable sources and the continuous monitoring of water resources in order to limit waste as much as possible;
- Efficiency in production processes in order to reduce waste;
- Favouring the use of recycled, recyclable and renewable packaging materials, reducing the quantity and types of materials used and choosing materials from responsibly managed sources;
- Adoption of all actions that can improve quality, production, health and hygiene, environmental, occupational safety and ethical parameters in the various company activities;
- Ensuring healthy and safe environments, equipment and working methods for each employee, through adequate risk assessments of the potential occurrence of accidents and/or occupational diseases;
- Involvement of all employees in training and awareness-raising activities on quality, food safety, occupational safety and environmental management;
- Significant and constant investment in research and development;
- Dissemination and growth throughout the Group of the Culture of Quality and Food Safety, in order to implement a Strategic Plan, monitored annually;
- Maintenance of activities to ensure Business Continuity, through the analysis of the context in which the Group and each Company operates;
- Assessing the dangers to food products deriving from potential acts of sabotage, vandalism or terrorism, defining and implementing, for each Group Company, the relevant Food Defence Plan;
- Acquiring and maintaining voluntary certifications as a tool for growth at all levels and for all areas.

<b>Approved on:</b>	<b>05/09/2022</b>	<b>Approved by:</b>	<b>BETTI GIANFRANCO</b>	<b>Effective date:</b>	<b>05/09/2022</b>
<b>Notes:</b>	<b>General Revision</b>				

<b>Newlat Food S.p.A. Centrale del Latte d'Italia S.p.A.</b>	<b>Integrated Management System Annex 1 - Integrated Management System Policy</b>	<b>POL-GRP Rev. 2 Page 4/4</b>
--	---	--

The effectiveness of the management of these tools is guaranteed through the presence of an Integrated Management System that allows all players to be involved, monitor and improve all production processes and products manufactured by the Group.

<b>Approved on:</b>	<b>05/09/2022</b>	<b>Approved by:</b>	<b>BETTI GIANFRANCO</b>	<b>Effective date:</b>	<b>05/09/2022</b>
<b>Notes:</b>	<b>General Revision</b>				