

This policy is made known to all company employees through display on company notice boards and by means of periodic educational sessions. The same methods are adopted each time this document is revised.

The Policy for Quality, Food Safety, Environment, Social Responsibility, Sustainability and Biodiversity must be included, implemented and supported by employees at all levels.

Furthermore, this policy is also shared with suppliers and customers using the most appropriate means of communication.

All company functions must pursue the objectives of this Policy and actively collaborate to achieve them.

Quality and food safety: The PERLINO Management, aware that the market demands increasing performance in terms of quality and food safety, has defined this Policy demands guidelines within the company demands the methods used to achieve the commitments and objectives defined.

The Management has formalised its own quality and food safety management system within its own system documents such as the Quality Manual *with attached Analyses of Risks and Opportunities*, Procedures and Operational Instructions, the instructions of which must be followed and observed by all Company Functions.

The Management shall undertake to orientate the company strategy within a framework of risk analyses in relation to all parties concerned, with reference to quality and food safety. To this end, it proposes to use the entire corporate structure, applying suitable training and educational tools at all levels.

The company's primary objective is to seek continuous product improvement to achieve complete customer satisfaction, at the same time as introducing products on the market that are healthy and safe, or rather free from substances harmful to health, free from defects and produced in full compliance with the laws in force.

Furthermore, in order to actively maintain and demonstrate the enforcement of its Quality and Food Safety System, the company is strongly motivated towards promoting maintenance of the certification pursuant to the following voluntary standards:

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- ISO 9001
- IFS
- BRC

and meeting the codes of conduct of its customers, such as the "BSCI Code of Conduct" version 1/2014, issued by the "Business Social Compliance Initiative".

In terms of product protection and as an anti-sabotage measure, the company has also developed a Food Defense protocol.

In practice, the company operates using the following objectives

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- create and apply methods and measurement indexes of customer satisfaction, food safety aspects and other aspects contained in this Policy, to define and improve upon during periodic reviews undertaken by the Management;
- monitor processes, in order to improve their ability to achieve the results expected and comply with this Policy;
- Reducing as far as possible non-compliance at all stages of business processes particularly customer complaints.

The Analysis of Risks and Opportunities and the definition of objectives shall be checked and updated annually during the review undertaken by the Management and the results will be given in a relative report.

Each of the specific quantitative objectives, consistent with this Policy, shall be given defined methods, timings and monitoring responsibilities as well as means and resources for their achievement.

This Policy and the relative objectives shall be reviewed annually during the Management review to ensure continual suitability and continuous appropriateness to the company mission

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Protection of resources and environmental sustainability: The company objective is to work to protect the environment limiting, as much as possible, significant environmental impacts of its activities so as not to cause damages to the community and all parties concerned.

PERLINO has always been sensitive to the environmental impact of its business activities since it is aware that the environment is a key objective both of economic and social policies and industrial activities. . This, in belief that commitment towards sustainable development, as well as the value of business ethics, is also an important factor in the company's management strategy

In this logic, PERLINO is committed to the supply of more and more eco-compatible products and services and to carry out its business activities in full compliance with all the legislative provisions in force regarding compatibility with the territory and environmental safety.

The PERLINO production process is focused on reducing the environmental impact through the:

- use of renewable and ecological energy sources;
- economical use of resources (water, combustibles and energy)
- reduction of transporting products and the pollutants deriving therefrom (reducing Co2 emissions)

In this sense, the company has undertaken development plans aimed at reducing the use of energy resources by introducing the latest-generation technological systems

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With regard to the above, PERLINO has the necessary technology and procedures to manage its processes ensuring compliance of its own environmental impacts, both under normal conditions and abnormal and emergency conditions, with the provisions of current applicable laws; furthermore, PERLINO is ready to adopt any innovation that leads to a reduction in environmental

impacts mentioned above and incentivises all its personnel to suggest changes to processes and procedures capable of making improvements to the environmental impacts of the company.

In the context of foreseen Management reviews, assessments shall also be made of the environmental aspects and impacts of activities of PERLINO and, where possible, specific measurable objectives shall be defined. The aforementioned objectives shall be defined together with the resources necessary for their achievement and the relative implementation paths.

Social responsibility: the PERLINO Management firmly believes that its human resources play an important role in the quality of the company's performance.

In particular, commitment towards social responsibility is the result of the following considerations:

- a good company strategy never produces concrete results unless adequately trained and motivated human resources are put in place;
- a human resource can only express its best potential if inserted into a healthy and safe work environment, in which values, freedom of the individual, national and international standards are observed, with care also given to psychological needs;
- good working conditions, but above all the worker's awareness of the Management's constant commitment towards their continual improvement, enables human resources to give their best in the pursuit of company objectives;
- it is therefore indispensable for company management to implement effective communication with its workforce in order to interpret needs and provide a future growth track;
- having skilled human resources, especially motivated and in tune with company objectives leads to effective performance, but above all the pursuit of economic-financial goals, through which the company is able to grow its business;
- company growth is the source of new employment and reason for new infrastructures, which lead to the increased wellbeing of social communities in full compliance with ethical values and social living;
- the quality of products offered by PERLINO is not only conformity with customer needs, but also guarantee that everything takes place in full respect of the values, dignity and rights of human resources, which with their work enables the pursuit of this goal.

The management's commitment therefore is to make the best use of its resources by responsibly protecting the work environment, in order to ensure the health, safety and respect of basic workers' rights, in full compliance with:

- International Labour Organization Conventions (ILO);
- Universal Declaration of Human Rights (UDHR);
- UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW);
- United Nations Convention on the Rights of the Child (UNCRC);
- National and International Standards, drawing clear inspiration from the indications of the SA8000 Standard.

This has guided PERLINO to ensure that its production and commercial activities are carried out in full compliance with the following aspects:

- outright refusal of any form of child or forced labour;
- absolute regard for aspects relating to the safety of employees and external collaborators in order to minimise work-related hazards and prevent accidents at work;
- full compliance with the freedom of association and right of collective bargaining;

- outright refusal of any form of discrimination based on sex, race, religion and adversely affecting the rights of the individual;
- outright refusal of disciplinary practices based on corporal punishment, forms of mental or physical coercion and verbal abuse;
- guarantee of working hours and remunerations in line with current national and local employment regulations;
- adoption of management systems capable of monitoring compliance with all that is stated above both by the company and by its suppliers.

The continuous training of workers regarding their rights is fundamental to the PERLINO Management, as well as continual listening and dialogue relating to suggestions or complaints deriving therefrom

The Management promotes a continuous improvement of the working conditions and aspects indicated above, within the organisation, at its suppliers and along the supply chain. The company places great trust in the value of cooperation with its business partners and with all those involved in the chain, sharing compliance with its standards.

To observe the BSCI Code of Conduct, PERLINO analyses the risk of negative impact on human rights linked to supplies and the potential reasons, particularly when the products purchased originate from regions or industries potentially affected by poor observance of these rights.

Biodiversity: Perlino aims to issue products on the market that do not have negative impacts on biodiversity, in the belief that biodiversity boosts the productivity of an ecosystem while the loss of biodiversity contributes towards food and energy insecurity, increases vulnerability to natural disasters, such as floods or storms, lowers the level of health within society, reduces the availability and quality of water resources and impoverishes cultural traditions

To this end, the Management promotes, with its suppliers and customers, products based on cultivation techniques that have a low environmental impact on biodiversity, minimising disruptions to the ecosystem.