

	POLICY FOR SAFETY AT WORK, THE ENVIRONMENT AND SUSTAINABILITY	MOD 01 XX 03 B	
		Rev. 08 of 22/05/2025	Page 1 of 5

The general management of GRANDA ZUCCHERI declares that the Management System for Occupational Safety, the Environment and Sustainability described in the Manual and in the procedures deriving from it, aims to meet the main requirements of the Policy which is based on the following points:

- Ensure compliance with all legislative and regulatory requirements applicable to the company regarding occupational health and safety;
- Ensure compliance with all legislative and regulatory requirements applicable to the company regarding the environment and sustainability;
- Comply with the objectives and requirements of ISO 45001 and ISO 14001;
- Develop training/information on ISO 45001 and ISO 14001 standards at all company levels;
- Implement, maintain and continuously improve the management system for Occupational Health and Safety, Environment and Sustainability; obtaining and maintaining certifications relating to the issues of Environment and Health and Safety of workers through an external organization;
- Maintain entrepreneurial dynamism with a view to constant updating according to market demands;
- Signing commercial contracts with new customers and suppliers in order to further expand influence on the foreign market;
- Consolidate the volume of the company's activity in the area, especially for the supply of different types of specialties that allow diversification;
- Increase professional competence, focusing on a targeted training course and the involvement of staff at all levels, ensuring constant application of the rules on Health and Safety at Work, Environment and Sustainability;
- To encourage the development and enrichment of the territorial context through the creation of a small satellite industry, with the support of non-profit organizations, solidarity associations and cultural projects that pay particular attention to children and young people, in a 360-degree ethics of sustainability that is more current than ever;
- Guarantee continuous commitment and ensure the necessary resources for the prevention of accidents and occupational diseases and include a commitment to continuous improvement of the management of the worker safety system and performance;
- Guarantee the commitment to environmental protection through training to increase the awareness of all employees, including the prevention of environmental pollution aiming at a concrete commitment to continuous improvement.
- Adopt strategies and actions to reduce food loss and waste within the organization and its supply chain;
- Adopt a Governance that is focused on the culture of ethics of corporate integrity;

	POLICY FOR SAFETY AT WORK, THE ENVIRONMENT AND SUSTAINABILITY	MOD 01 XX 03 B	
		Rev. 08 of 22/05/2025	Page 2 of 5

- Adopt active anti-corruption and bribery strategies throughout the value chain
- Adopt targeted strategies against labour exploitation and discrimination in its value chain
- Adopt a policy that integrates whistleblowing measures and guarantees anonymity

The General Management aims to promote the culture of corporate social responsibility through the sharing, implementation and dissemination of principles and values with the entire Value Chain. The company protects professional development in order to increase the wealth of skills of its employees and collaborators. All the resources employed by our organization are hired with regular employment contracts in accordance with the national legislation in force. The same opportunities are guaranteed for each employee, adopting suitable measures to avoid any form of discrimination; Diversity is valuable for ensuring both personal and professional growth. The code of ethics adopted by Granda Zuccheri S.p.A. and periodically reviewed, aims to consolidate all these aspects. The recognition of wage increases, as well as access to higher levels and positions, are linked, in addition to the rules established by law and the collective labor agreement applied, to the merit of the employees.

The General Management promotes company rules and practices shared with its stakeholders, in the areas of:

1. Working Conditions and Occupational Safety and Health:

- Full compliance with legislation on health and safety at work with the adoption of all the necessary measures for the reduction of the risks of accidents, occupational diseases and continuous improvement of the indices related to them (training and information, equipment, maintenance programs, protective equipment, management of potential risk situations, management and monitoring procedures)
- Engagement in activities of involvement, consultation and participation of workers, their supervisors and representatives, etc.
- correct application of technologies and, where possible, continuous improvement of technologies or adoption of more advanced technologies from the point of view of health and safety in the workplace, as well as the environment, to reduce the risks of workers, in particular those deriving from the use of machinery and equipment, from the handling of loads, from the work environment (e.g. explosive atmospheres)
- support for workers' freedom of association and recognition of all trade union rights
- support for the elimination of all forms of forced and compulsory labour

	POLICY FOR SAFETY AT WORK, THE ENVIRONMENT AND SUSTAINABILITY	MOD 01 XX 03 B	
		Rev. 08 of 22/05/2025	Page 3 of 5

- f. support for the fight against and elimination of child labour
- g. support for the elimination of all forms of discrimination in the professional field by ensuring equal opportunities and a training course that allows staff to assert their professionalism and competence

2. Environment and Energy:

- a. support for a preventive approach to environmental challenges (reduction of the company's environmental impacts, from the purchase, design, processing and distribution of the finished product);
- b. improvement of the system for monitoring environmental impact indicators and measuring energy consumption, for the purpose of continuous improvement of their management;
- c. support for initiatives that promote greater environmental responsibility. For example, our company prefers the reuse of packaging such as big bags containing raw materials that are sold to the construction sector rather than generating waste; the increase in separate waste collection, the monitoring of the quantities of waste produced, the mapping and monitoring of emissions into the atmosphere, water discharges and other environmental impacts, the training and awareness of employees;
- d. support for the development and dissemination of technologies that respect the environment (reduction of energy consumption in all areas and in all business processes through energy efficiency interventions, production of energy from renewable sources (photovoltaic system), control of plants containing greenhouse gases, reduction of the organization's carbon footprint through renewal of the vehicle fleet and energy efficiency interventions);
- e. commitment to avoid wasting water, even if we consider this resource not relevant for our company;
- f. support for initiatives that promote biodiversity and aim to support forest management projects in the area, qualifying wooded territories for the benefit of the local community.
- g. support for the development and dissemination of technologies that respect the neighbourhood (objective of containing noise emissions, reducing road congestion through optimisation of transporters' journeys;
- h. procedures and systems to prevent accidental environmental pollution such as spills into soil and subsoil and water bodies, uncontrolled emissions into the atmosphere, environmental emergency caused by fire and explosion;



POLICY FOR SAFETY AT WORK, THE ENVIRONMENT AND SUSTAINABILITY

MOD 01 XX 03 B

Rev. 08
of 22/05/2025

Page
4 of 5

- i. support for sustainable purchasing policies with regard to ethical and environmental aspects (development of a procedure dedicated to the qualification and evaluation of suppliers also in the field of sustainability).

3. Human rights:

- a. Commitment to safeguarding and respecting fundamental human rights
- b. Fight against any kind of discrimination based on Nationality, gender, religion, age, social class, disability, sexual orientation, ethnicity, marital status, socioeconomic status, political ideology, health and medical conditions
- c. Promotion of a healthy working environment suitable for company work
- d. Promoting a safe working environment
- e. Promoting a fair, inclusive and respectful work environment
- f. Combating all forms of exploitation of labour and child labour throughout the value chain

4. Ethics and good management practices:

- a. Promotion and distribution of the company's code of ethics to suppliers
- b. Promotion and guarantee of transparency and integrity in business practices
- c. Guarantee of remuneration in line with the CCNL in force
- d. Fight against all types of corruption and bribery
- e. Fight against all types of conflicts of interest and fraud
- f. Combating anti-competitive policies
- g. Promotion and protection of the employee's well-being and work-life balance
- h. Promoting employee skill growth and career advancement
- i. Guarantee of confidentiality and data protection
- j. Community development
- k. Promotion of consumer rights

	POLICY FOR SAFETY AT WORK, THE ENVIRONMENT AND SUSTAINABILITY	MOD 01 XX 03 B	
		Rev. 08 of 22/05/2025	Page 5 of 5

The general management of GRANDA ZUCCHERI ensures that this policy is communicated and understood within the company through the following actions:

- meeting with management figures and function managers to illustrate the policy (as part of the review of the system);
- display of the policy in visible points (company bulletin boards);
- distribution of copies of this document and making it available to interested parties inside and outside the company by publication on the website.

At each Review by the Management, the policy is analyzed to verify its adequacy. On the other hand, its understanding is verified during internal audits.

GRANDA ZUCCHERI translates the above general guidelines into objectively configurable indicators and numerical objectives, resources and specific intervention plans, evaluating their progress in periodic reviews by the Management in order to ensure their full achievement.

The documents detailing the company's rules and practices consist of the Code of Ethics, company regulations and the procedures and documents of the integrated quality, food safety, environment and safety management system in the workplace, aimed at both internal staff and all those who relate to the company.

Busca, 22/05/2025

Rinaudo Fausto – CEO

