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The Management of **Tuscany Italian Condiments S.r.l.**, aware of its role in the production of oil-, vinegar- and spice-based seasonings, considers food safety, product quality, environmental protection and social responsibility to be fundamental objectives and key elements of its development strategy.

The Company continuously optimizes its production processes to ensure immediate responsiveness to customer requirements. Its tailor-made approach is designed to satisfy a wide range of customers through the production of both branded and private-label products, a broad variety of packaging formats and scalable production volumes.

To achieve these objectives, Management is committed to the following principles:

1. Food Safety, Product Quality and Legality


- **Food Safety Culture:** promote a strong food safety culture at all levels of the organization by encouraging awareness, transparency and the prompt reporting of any irregularities, while protecting the Company through a comprehensive food defense plan.
- **Regulatory Compliance:** ensure that all seasonings produced comply with applicable national and international legislation, authenticity and legality requirements, and customer-agreed specifications.
- **High Standards:** maintain and continuously improve a Food Safety Management System based on HACCP, IFS and BRC principles in order to prevent all forms of contamination (chemical, physical, biological and allergenic), maintain an efficient traceability system, and make available process records demonstrating the quality of the products manufactured. For this purpose, the Company excludes the use of genetically modified (GMO) raw materials and raw materials treated with ionizing radiation.
- **Raw Material Selection:** select and rigorously qualify suppliers of food raw materials, packaging materials and services, while monitoring the supply chain to prevent food fraud and ensure ingredient authenticity.

2. Human Rights and Labour Standards

- **Decent and Safe Work:** ensure that all employees operate in a safe, healthy and dignified working environment, preventing occupational injuries and illnesses and guaranteeing full compliance with health and safety regulations (Italian Legislative Decree 81/08, including the appointment of Health and Safety Representatives, risk assessments and emergency management procedures).
- **Respect for Workers' Rights:** reject all forms of forced labour, child labour and discrimination. Guarantee freedom of association, lawful employment contracts, legally compliant working hours and fair remuneration. Promote employees' professional development while ensuring equal treatment and recognition without discrimination based on gender, disability, religion or any other protected characteristic.
- **Ethical Commitment:** adopt and comply with the Company's Code of Ethics (AL13), derived from the principles of the Ethical Trading Initiative (ETI).
- **Respect for Customers' Rights:** respect the right to privacy and the protection of personal data and information of all parties involved in Company activities, with particular attention to customers and in full compliance with applicable legislation.

3. Environmental Protection

- **Legal Compliance:** ensure full compliance with all local, national and international environmental laws and regulations applicable to our sector.
- **Continuous Improvement:** regularly evaluate the site's environmental performance to identify opportunities for improvement and establish measurable objectives and Key Performance Indicators (KPIs).
- **Waste Management:** reduce waste generation at source, promote reuse and recycling, and ensure the recovery and,

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where necessary, the safe and traceable disposal of all materials.

- **Energy Efficiency and Resource Management:** monitor and optimize the consumption of electricity, gas and water, while striving to reduce greenhouse gas (GHG) emissions associated with Company operations.
- **Deforestation Prevention:** promote the use of FSC-certified paper and cardboard or materials made from 100% recycled content whenever possible.
- **Pollution Prevention and Control:** implement stringent control measures to prevent accidental spills, uncontrolled atmospheric emissions and noise pollution.
- **Hazardous Substances:** limit the use of hazardous chemicals, preferring lower-impact alternatives wherever possible, and ensure the safe storage and handling of necessary substances.
- **Stakeholder Engagement:** train employees on environmental best practices and encourage suppliers to adopt equivalent sustainability standards.

4. Business Ethics

- **Zero Tolerance for Corruption:** the Company applies a strict zero-tolerance policy towards all forms of bribery and corruption.
- **Gifts, Hospitality and Business Courtesies:** only gifts and hospitality of modest value associated with normal business courtesy practices are permitted (maximum value: €30).
- **Prevention of Conflicts of Interest:** all individuals must avoid situations in which personal interests may conflict with Company interests. Any actual or potential conflict of interest must be promptly disclosed in writing to the relevant manager.
- **Donations and Sponsorships:** charitable donations and sponsorships must be transparent, properly recorded in the Company's accounting records and must never be used as a concealed form of corruption. All donations and sponsorships require prior approval from Management.
- **Reporting and Protection of Whistleblowers:** the Company encourages anyone who becomes aware of actual or suspected violations to report them immediately through the dedicated section of the Company website or through the reporting box addressed to Management. Where the reporting individual identifies themselves, the Company guarantees the utmost confidentiality of their identity. Any form of retaliation, discrimination or adverse treatment against individuals making reports in good faith is strictly prohibited.

5. Commitment to Continuous Improvement

Management is committed to providing all human, technological and financial resources necessary for the implementation of this Policy.

The contents of this document are reviewed annually to ensure their continued relevance and are periodically communicated, disseminated and explained to all employees so that they are fully understood and shared by everyone working within the facility.

Date: 04 June 2026

Company Management