

Ravenna, 27/05/2025

Policy for Quality, Health and Safety at Work, Ethics, Environment, Food Safety – integrated with UNI PdR

The Management of SIRIO S.p.A. (hereinafter referred to as SIRIO) has long pursued operational excellence through the adoption of an Integrated Management System. This system conforms to and draws inspiration from many recognised international standards, such as:

- **UNI EN ISO 9001** for Quality;
- **UNI EN ISO 22000** for food safety;
- **UNI EN ISO 14001** for the environment;
- **UNI EN ISO 45001** for the health and safety of workers;
- **SA 8000** for Social Responsibility;
- **UNI PdR 125:2022** for gender equality.

This process, which involves a systematic examination of the efficiency and effectiveness of the organisation, has as its priority objectives:

- The continuous improvement of company performance, focused on the quality of food products and production, is considered essential to fully meet the needs of customers, outsourcers and end users;
- Full compliance with legislative and regulatory requirements regarding food safety, including those agreed with customers;
- The constant improvement of environmental performance and the commitment to pollution prevention;
- Full compliance with applicable legal regulations, in particular with regard to environmental aspects, occupational health and safety risks, as well as food safety;
- The prevention of accidents and illnesses, with a constant commitment to improve the management of health and safety at work;
- Adherence to applicable legal requirements and other requirements agreed upon by Management, relating to risks;
- Compliance with the requirements of the SA 8000 standard, national laws, other applicable laws and other requirements signed by the Management, ensuring compliance with international standards;
- Compliance with the principles of gender equality and inclusion, as indicated by **UNI PdR 125:2022**, for the development of the human resources management system and the improvement of the well-being of all employees.

Below, we present the main business areas on which the Management focuses its energies

and initiatives to achieve the set objectives:

1. **Competitiveness and consolidation of its image on the market:** we aim to raise the quality of our products, actively analysing market trends to strengthen the trust of *stakeholders*. This allows us to identify and exploit opportunities to diversify our business areas and define targeted strategies. The main goal is on efficient cost management, which is essential to consolidate our position as a market leader.
2. **Personnel policies:** we firmly believe that the selection, training, updating and involvement of Human Resources are a strategic lever for organisational development and support for business growth. The integration of the different skills and abilities of our Human Resources, combined with solid motivation, allows us to achieve the objectives set at all company levels. In this regard, we believe it is crucial to provide our HR with not only specific skills but also a deep understanding of the sector in which SIRIO operates. We promote individual commitment in synergy with corporate objectives. The aim is to improve and adapt internal skills in the different areas of activity, including strategic ones such as tenders, financial management, personnel selection, etc.
3. **Customer loyalty and monitoring:** within a highly comfortable, serene and welcoming context, the customer is considered the main stakeholder and the satisfaction of the latter is the macro-objective to be achieved. To this end, the following are planned and analysed: - checks on compliance with the requirements established by the voluntary standards signed by the organisation; - reductions in non-conformities; - the optimisation of the service, in compliance with the contracts stipulated. Our goal is to provide our customers with high-quality, value-added services that exceed their expectations.
4. **Food safety:** food safety is a top priority and is implemented and maintained through: - the scrupulous application of the HACCP methodology; - Compliance with the *Codex Alimentarius* and international, national and local regulations; - the active involvement of suppliers, with whom we maintain an effective communication channel to extend food safety objectives to them and monitor their performance; - training and the continuous updating of the skills and awareness of the staff. Our goal is to ensure strict compliance with current regulations on food hygiene and the HACCP system, in order to ensure the healthiness and quality of the food and beverages served.
5. **Guarantee of a timely service:** The Policy in support of Food Quality and Safety provides for compliance with the timing of service delivery and optimisation of the cost/quality ratio of the products/services provided.

6. **Achievement of continuous improvement:** The Management has implemented an ISO 9001, ISO 14001, ISO 45001, ISO 22000 and SA 8000 integrated management system aimed at optimizing company performance. The aim is to strengthen these results, establishing, with the support of the department managers, measurable goals for each internal process, within the framework of the integrated management system that covers quality, environment, health and safety at work, ethics and food safety.
7. **Gender Equality:** we are actively dedicated to promoting Gender Equality in our operations. We recognise the importance of diversity and inclusion as key elements for innovation and business progress. Accordingly, we strive to maintain a working climate that encourages equality of opportunity and mutual esteem among employees, regardless of gender.

Sirio Spa's attention focuses its efforts on the following areas, prepared by the UNI 125:2022 practice:

1. Culture and strategy: to ensure that the principles and objectives of inclusion, gender equality and attention to *gender diversity* of the organisation are consistent with its vision, purposes and values that characterise the work environment;
2. Governance: to ensure that the degree of maturity of the organisation's governance model is aimed at defining the appropriate organisational safeguards, the presence of the minority gender in the organisation's guidance and control bodies, as well as the presence of processes aimed at identifying and remedying any event of non-inclusion;
3. HR processes: to stimulate the main HR processes, relating to the different stages that characterise the life cycle of a resource in the organisation and which should be based on principles of inclusion and respect for diversity;
4. Opportunities for the growth and inclusion of women in the company: to evolve the organisation to gender-neutral access to internal career and growth paths, and their acceleration.
5. Remuneration equity: to eliminate the salary differential in a total reward logic, thus also including non-monetary compensation such as benefits and welfare elements;
6. Protection of parenthood and work-life balance: to strengthen the presence of policies to support parenting in its various forms, with particular regard to working hours, as well as the adoption of procedures that facilitate and support the presence of women with pre-school and school-age sons and daughters.

With the desire to pay attention to this satisfaction at any time and in any circumstance of the working life of women in the organization, it has chosen to look at this "life cycle" through the aspects of selection and recruitment (recruitment), career management, pay equity, parenting and care, work-life balance and prevention of abuse and harassment.

We consider this progress essential to attest to our effective commitment to enhancing diversity and inclusion both internally and in the society in which we operate.

8. **Social responsibility:** the Management undertakes to pursue full compliance with the requirements of the SA 8000 standard and, concretely, as part of its processes, to support policies and behaviours aimed at effectively avoiding discrimination of any kind: gender, age, seniority, language, ethnicity or religion, nationality. To this end, this Policy, already present at all the premises under management, will be disseminated and explained again to all staff and made available through the dedicated intranet platform.
9. **We design and maintain facilities and equipment:** we implement strict prevention and inspection protocols. We are also committed to ensuring high-quality staff training and to managing operations with scrupulous timeliness, ensuring rapid and targeted interventions, when necessary, for maximum safety and functionality of plants and equipment.
10. **Corporate development and scenarios:** we are committed to the continuous monitoring of a long-term growth plan that includes the expansion of activities, the increase of points of sale and the increase in turnover, in parallel with an optimisation of financial management.

We are confident that we can successfully meet the challenges ahead and continue to grow and thrive while respecting our values and vision.

The Quality Manager of Sirio S.p.A.