



SUSTAINABILITY POLICY

Rev. 1 January 28, 2020

Rev. 2 June 22, 2022

Leading European producer of canned pulses and peeled and chopped tomatoes in the retail segment, leading European producer of private label ready-made sauces and among the leading Italian producers of fruit juices and beverages.

OUR MISSION

Our Mission is to supply our clients and consumers with top quality products at highly competitive prices - an alternative to the brands - while pursuing a model of sustainable development. For us, being sustainable means long-term success that combines business objectives and socioeconomic growth with respect for human rights, the environment and food safety.

Our sustainability mission translates into accurate and transparent communication to all stakeholders of the Group's values, policies, commitments, and performance in every area in which we operate.

With this in mind, the fundamental values at the heart of our business model are a contribution to inclusive and lasting economic growth, support for the development of sustainable agriculture, responsible use of resources, environmental protection, combatting climate change, valuing people, respect for human rights, diversity, ethics and transparency.

OUR COMMITMENTS

Our commitment translates into the promotion of Social Responsibility, a quality of culture, respect for the environment, and workplace health and safety through the maintenance and development of management systems that conform to the standards UNI EN ISO 22005:2008, UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, UNI EN ISO 26000:2010, UNI EN ISO 45001:2018 and the recognised GFSI standards, based at all times on the continuous improvement of performance and processes and on the introduction of tools to ensure the Company's sustainable success over time.

We undertake to carry out our work with full respect for human rights as formalised in our "Human Rights Policy" and in compliance with the highest possible ethics standards. We have zero tolerance for active or passive corruption, as set out in our Ethics Code and the Organisation, Management and Control Model pursuant to Legislative Decree No. 231/01, which seeks to reduce the "offence risk". We undertake to train our personnel to combat all forms of corruption and to promote transparency and accountability based on sound business ethics.

As formalised in our "Diversity and Inclusion Policy", we are committed to developing our staff's ability to share and communicate behaviours that are designed to support sustainable growth through respect for diversity and the spread of a culture of integrity. Our efforts are directed towards valuing our personnel and strengthening their skills and capabilities, providing models to develop their career paths and promoting information and training activities.

Two handwritten signatures in black ink are located at the bottom right of the page. The first signature is larger and more stylized, while the second is smaller and more cursive.



This policy is inspired by the Sustainable Development Goals set out in the 2030 Agenda, to which Italy is a signatory and which is relevant to managed businesses. Our commitment to achieve them is formalised in the Sustainability Plan, which represents our strategic vision on sustainability and links our strategic, operative and target objectives to the SDGs and material topics.

To make a concrete contribution to achieving these commitments and the SDGs, we undertake to:

- ensure that this company policy is supported at every level of the organisation and that every department works towards reaching the targets set;
- ensure that applicable laws, rules and regulations, the provisions that the company has voluntarily adopted, and all client requirements are applied and respected as a prerequisite and as a key corporate priority;
- adopt zero tolerance of any type of corruption in any form or manner;
- guarantee open dialogue with stakeholders and Public Authorities, and maintain transparent partnerships with suppliers, universities, trade associations and local communities;
- make products that comply with the highest qualitative specifications, using carefully chosen raw materials and pursuing a policy that entirely rejects GMO products;
- improve management of our impact on the natural environment, basing our behaviour on the principle of preventing and minimising risk;
- sustainably manage energy, water and other resources, optimising the use of these materials;
- improve production processes to reduce waste and inefficiencies (CO₂ emissions, greenhouse gases, water consumption, waste);
- strengthen our collaboration with growers' organisations, both to favour long-term cultivation contracts and to promote tools and solutions for the sustainable use of pesticides, the reduction of waste and to improve efficiency in agricultural management;
- promote sustainability in the value chain from procurement to production;
- maintain high levels of food quality and safety by adopting a food quality and safety management system;
- improve performance on worker health and safety and the environment;
- encourage the use of sustainable packaging, as described in the "Sustainable Packaging Guidelines";
- support the circular economy, contribute to local growth and strengthen ties with local communities;
- strengthen collaboration with non-profit organisations;
- improve employee enhancement processes through training programmes, performance assessments and career path development;
- protect diversity and promote equal opportunities;

A handwritten signature in black ink, appearing to be 'R. Min', is located at the bottom right of the page. The signature is written in a cursive, fluid style.



- strengthen the culture of sustainability;
- engage in dialogue with stakeholders, encouraging their involvement and the integration of their requests into corporate strategy and objectives;
- promote the best possible working conditions, safeguarding the health and safety of all those that work on company sites, preventing work-related injuries and ill health;
- guarantee continuous improvement in the occupational health and safety management system, in compliance with legal and other requirements, in eliminating hazards and reducing health and safety risks, actively involving workers through their representatives;
- create a framework to establish workplace health and safety objectives;
- reduce emergency situations to the greatest extent possible and plan appropriate measures for every type of incident;
- oversee business processes using appropriate monitoring and control tools, and by planning and carrying out audits.

APPLICATION AND MONITORING

The Company delivers on its commitments by: defining strategies; providing resources to guarantee continuous improvement and the achievement of expected outcomes; involving its workers and their representatives; analysing risks and opportunities, considering the context and the needs of all the parties involved.

This Policy was approved by the Senior Managers of the certified management systems, then by the Board of Directors at its meeting on June 22, 2022.

This Policy applies at all La Doria Group sites and is in line with all of the Group's other Policies and Guidelines on Sustainability.

Management systems apply to: research, development and production of packaged food, tomato sauces, other sauces and non-alcoholic beverages, production of tin cans.

The Company undertakes to enact and update this Policy, communicate it to all personnel, third parties operating within the company, and stakeholders, ensuring that it is regularly monitored, including as a means to promptly identify the need to update it.

Angri, June 22, 2022

Chairperson

Cesare Piovene Porto Godi

A handwritten signature in black ink, appearing to read "Cesare Piovene Porto Godi", written over the printed name.

Chief Executive Officer

Antonio Ferraioli

A handwritten signature in black ink, appearing to read "Antonio Ferraioli", written over the printed name.