



INTEGRATED COMPANY POLICY ENVIRONMENT QUALITY SAFETY

Bearing in mind its market position and corporate social responsibility, ACETUM Spa has created an integrated health and safety, environmental and quality management system, recognising the strategic importance of implementing an integrated process management system to ensure greater standardisation of the company's processes, as well as of the quality and safety of the products and services provided to Customers.

ACETUM Spa undertakes to comply with environmental and health and safety legislation, to strive for continuous improvement and to adopt measures for contingency planning, considering them as an integral part of running the business, providing both the personnel and resources required for their fulfilment in order to prevent potential occupational accidents or work-related illnesses.

Any future initiative taken by ACETUM Spa will take into account the financial and environmental impact of its various production activities and will do everything possible to make them environmentally sustainable, with the aim of keeping under control and, as far as possible, reducing the impact on the environment throughout the life cycle of the products while meeting the needs of the parties concerned. As a manufacturer operating in the food industry, ACETUM Spa, promotes and adopts a food safety culture throughout its organisation, making products according to the *Codex Alimentarius* principles and the HACCP system, in order to ensure the safety of the product as well as the health of the consumer, while protecting the rights of their staff, guaranteeing good working conditions and striving to constantly improve the company's overall management system. This is why we select our suppliers on the basis of clear agreements, we do not use GMO ingredients or raw materials, we have chosen to make organic products that do not contain any sulphites, we pay great attention to the issue of food allergies and carefully monitor the risk of cross contamination clearly indicating on the label every allergenic substance contained in the product, and we believe that compliance with the legal requirements and provisions set out in the relevant legislation and industry standards is a binding minimum requirement.

The commitment and involvement of the whole company and of everybody in the supply chain which we are a part of are essential in order to guarantee to our customers and consumers that the products we make meet the highest quality and safety standards while also protecting the environment.

At ACETUM Spa we take responsibility for providing consumers with reliable information so that they can make informed choices and can consume our products in the knowledge that they are safe to eat. For this reason, we provide clear, detailed information regarding the ingredients the products contain as well as clear information about how to store and use them.

ACETUM Spa strives to continually improve its performance with a view to achieving the right balance between social, environmental and financial responsibility. The performance of the various processes within an integrated management system are measured in order to set new objectives and to be able to adopt new procedures with regards to quality, food safety, environmental choices, and the health and safety of all the staff working for the company including any contractors, subcontractors and visitors that have dealings with the company. ACETUM Spa undertakes to train all its staff to carry out their duties safely, to take responsibility with regard to health and safety at work and to report on any hazardous situation or dangerous behaviour.

Customer satisfaction is essential for the financial success of the company; therefore, we pay particular attention to ensuring that we constantly improve the quality of both the product and the company's processes. This focus also enables us to quickly adapt the company's processes to comply with any Italian or international laws and regulations, whether they are mandatory or voluntary.



ACETUM

ACETUM Spa believes that every individual member of staff contributes to achieving innovative, safe and high-quality products and to improving the way the company operates while protecting the environment. For this reason, management undertakes to provide training for all staff as well as career development, while ensuring that they enjoy good working conditions.

Responsibility for managing health and safety in the workplace at ACETUM Spa involves the whole company, from the board to every individual member of staff, each one according to their own responsibilities and skills.

ACETUM Spa undertakes to involve and consult with their staff, including through their Health & Safety Representative.

ACETUM Spa undertakes to share this policy with all the people who work for Acetum and to make it publicly available.

Cavezzo, Modena, 31/08/2022

The Management

Mintern Christopher John