

POLICY

SECURITY POLICY

The company considers that its success comes from the coherent and global belonging of all employees who share the organisation, goals and strategies.

It considers that the **safety and health of employees, of third parties permanently operating in the company and of all those operating on the company's behalf constitute the factors of first importance** for the efficient and orderly pursuit of the general and particular goals of the organisational system adopted. In particular, the goals of the safety and health organisation must be globally participated by all levels, shared and verified.

The company expresses the following commitments to be concretely applied:

- pursue the prevention of work-related injuries and diseases starting with the monitoring and analysis of risks and near misses;
- aim for constant improvement of working conditions with perseverance;
- consider safety at work in every activity, making it an indispensable part of the general organisation and of every company procedure;
- operate in conformity with legislation, standards, current technical practice;
- share this policy inside and also outside the company for a better knowledge of the company's operability;
- provide the necessary operational support in resources, including information, education and training by increasing awareness and courses to all employees and collaborators;
- verify with certain periodicity, the global status of the system and the pursuit of the objectives;
- share well-defined tasks, roles and responsibilities within the corporate structure;
- document, implement and maintain the SGSL.

QUALITY POLICY

Regarding the Quality Policy, the aim is the **maximum satisfaction of the customer respecting his expectations and needs obtained by the quality of the products and services offered.**

To achieve this goal and to seek and maintain a strong position in the market, Orobica Food S.r.l. constantly strives to:

- Develop service techniques designed and implemented to meet customer needs, anticipate customer expectations, and provide solutions that create value for the customer;
- Operate a systematic selection of new high quality products;
- Identifying and selecting the best Italian and foreign suppliers to further expand the range of products offered to customers;
- Speeding up the distribution of products and services through the introduction of the most innovative and reliable technical tools, making the organisation more efficient, using all the necessary potentials.

To fulfil its mission, Orobica Food S.r.l. will:

- Develop and maintain a Quality Management System as a tool to achieve goals, fulfil commitments, promote continuous improvement of business processes, guarantee respect of mandatory requirements for products and related services;
- Listen to the customer's indications and suggestions, focusing each activity on their needs in order to satisfy them better and faster;
- Promote the active participation of all corporate functions in order to make the services offered to customers more efficient;
- Consolidate the relationship with suppliers to ensure higher-value, safe, high-quality and competitively priced products for customers through analysis and cost containment;
- Provide products and services that respect all the requirements imposed by the current legislation so that consumer health is guaranteed, with particular regard to food safety provisions;
- Share appropriate culture and methodologies in the organisation so that everyone is constantly able to provide the best expected service to the customer;
- Ensuring a high level of satisfaction for all employees by striving for maximum honesty and a sense of responsibility;
- Encourage all staff to achieve their aptitudes, interests and predispositions and develop their technical and organisational skills.

GENDER EQUALITY POLICY

The purpose of joining the Gender Equality Management System is to **guarantee gender equality regarding the presence and professional growth of women in the company structure**. The company wants to promote the development of a cultural model that promotes gender equality because it believes in its social value.

In this sense, it wants to value the diversity in the roles that operate in the organisation and to maintain processes able to develop female awareness in business activities.

The company, therefore, pays particular attention to the following themes:

- **Culture and strategy**
- **Human resource management processes**
- **Equal opportunities**
- **Pay equity between males and females**
- **Parenthood**

Orobica Food has the following goals:

MOTHERHOOD AND FATHERHOOD

- Supporting motherhood and fatherhood through information, training and reintegration programmes.
- Assisting motherhood before, during and after birth.
- Promoting fatherhood leave so that all potential beneficiaries benefit from it for the entire period and the returns from leave are supported by specific re-orientation initiatives.
- Organise working hours to help working fathers take care of the newborn.

RECONCILIATION OF LIFE-WORK TIMES

- Address work-life balance initiatives to all staff regardless of gender.
- Adopting flexible working hours and smart working.

PAY EQUITY

- Give fair wages to guarantee that the employees and collaborators of both sexes receive a fair wage for their work and have the opportunity to access equal pay, regardless of gender.

PREVENTION OF ABUSE AND HARASSMENT

- Protect the moral integrity of employees and collaborators, guaranteeing the right to working conditions that respect personal dignity.
- Protect workers from persecutory acts of psychological violence and fight against any attitude or behaviour that is discriminatory or harmful to the individual, his beliefs and preferences.
- Prosecute any attitude of violence or harassment:
 - identify any kind of risk of physical, verbal, moral abuse,
 - adopt a harassment prevention and management plan,
 - provide specific awareness training,
 - guarantee an anonymous reporting channel,
 - identify representatives to deal with reported incidents.

CAREER MANAGEMENT

- Elaborate staff management and development processes, starting from the selection phase, on the correspondence between expected and possessed profiles and on merit considerations.
- Promoting career advancement and role assignment, regardless of gender but only in consideration of skills and abilities.