



COMPANY QUALITY, HEALTH, SAFETY & ENVIRONMENT POLICY

A SGI EDI 01

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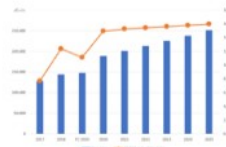
Emmi Dessert Italia (EDITA) is a group born from three historical Italian companies - A-27, I.F.F. and Rachelli - leaders in the fresh desserts and ice cream sectors, both with their own brand and private label. Since 2021, the three companies have been legally incorporated into Emmi Dessert Italia.

EDITA presents a wide range of traditional Italian and international desserts, offering classic, BIO, Vegan and Free. Their recipes come in different formats: from traditional to glass, mini desserts, single portions to family pack sizes.

The company is part of the Swiss Emmi Group, one of the main European multinationals in the dairy sector.

EDITA's management directs the organization in accordance with the administrative responsibility regulations, providing the necessary resources to achieve the quality, safety and environment planned objectives.

Together we create the best **DESSERT MOMENTS** today and for generations to come



Everybody wants to work in Emmi Dessert Italia!	After Pizza and Lasagna, Tiramisù is THE next Italian food Icon!	Profitable growth for EDITA and for our customers	The best Emmi Results are Emmi Dessert Italia Results!	We believe in a better world!
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The company is committed to protect personal data with whoever it comes in contact, implementing all the necessary protection and guarantee measures in accordance with the GDPR (European Privacy Regulation).

EDITA undertakes to respect the Code of Ethics that the company has adopted by defining its own EDITA Model 231, in line with the requirements of Legislative Decree 231/01.

The company is also working to improve all aspects related to health and safety, quality and the environment (in terms of environmental protection, deforestation, biodiversity, waste and wastewater management).

The company is also committed to producing products dedicated to particular categories of allergic people (gluten-free, lactose-free, etc. ...), and to using GMO-free raw materials.

CUSTOMERS/CONSUMERS

EDITA's main objective is to achieve maximum customer and consumer satisfaction, both in terms of service and product quality, with the ambition of offering an essential moment of lunch and dinner, thus representing the main supplier of desserts on the market.

The products supplied are safe, legal and authentic; these characteristics are guaranteed through the application of company procedures and through open dialogue with suppliers. The products are also able



to meet the various demands of the constantly evolving market, in compliance with national, EU and non-EU legislation.

The company management considers the application of the standards expected by the customer as an operational reference; to this end, an "Open Doors" policy is supported, which offers customers visit of the production sites, even unannounced, and also represents a moment of continuous growth and improvement for all the company and operational functions involved.

COLLABORATORS

We are Emmi Dessert Italy

The Management believes that the full understanding of the company policy and vision by all employees, its values and the spirit of belonging to the group are fundamental in order to improve the synergy of work and create value.

It is therefore essential the implementation an induction program, where staff learns about the corporate vision and the culture for quality and food safety fundamentals.

The company provides operators with information on its quality, safety and environmental performances, identifying possible areas for improvement and growth and makes this policy available to stakeholders.

Ethics and responsibility towards staff

EDITA aims at the progressive consolidation of the workforce by pursuing its growth. The company management actively promotes meritocracy within the company and is constantly committed to promoting incentives for the professional growth of its employees.

The Gattico, Lasnigo and Pero production sites are SMETA certified (Sedex Member Ethical Trade Audit) to guarantee the correct management of working practices in the supply chain and full respect of workers' rights.

Industrial relations, freedom of association

EDITA recognises the fundamental role of trade unions and workers' representative bodies and promotes a constructive relationship with them in the mutual interest of workers and the company.

The company management is committed to pursuing a concrete dialogue with all employees, ensuring adequate respect for positions and roles, aimed at the practical resolution of problems and characterized by a positive and low conflict climate.

EDITA respects the needs arising from motherhood and promotes sustainable forms of work for workers and women with young children.

Safety at work

The company, through its executive management, is committed to providing safe and healthy working conditions for the prevention of work-related injuries and illnesses and to ensuring that production activities are carried out in compliance with regulations for the protection of workers' health and safety.

The company has a team of experts to ensure the proper implementation of the accident prevention system and ensures that all necessary activities are carried out in order to eliminate hazards and reduce risks and preserve the health of its employees, in accordance with current regulations.



To this end, EDITA has set itself the following strategic objectives for the companies of the group:

- maintaining at Pero and Gattico sites the ISO 45001 certification (which establishes the requirements for the construction of a system for ensuring adequate control for health and safety workers, as well as compliance with mandatory standards) and certifying ISO 45001 production site in Lasnigo,
- continuously reducing the number of accidents,
- developing skills and awareness of the role for people who can influence quality, health and safety and the environmental aspects,
- continuously seeking improvement in working conditions and the work adaptation,
- understanding and improving the commitment to consultation and participation of employees through their representatives.

CREATE VALUE

Through the application of the values expressed in the corporate vision, the group has the ambition to grow with the aim of becoming a leader in core countries.

ENVIRONMENT AND SUSTAINABILITY

The company intends to pursue a high level of respect for the environment through a constant commitment to improving the environmental impact of its production activities, monitoring its environmental performances and committing itself to pollution prevention and environmental protection. It also maintains a relationship of collaboration and transparency with the territory and local institutions.

To this end, EDITA has set itself the following strategic objectives for the companies of the group:

- maintaining at Pero and Gattico sites the ISO 14001 certification (which establishes the environmental management system requirements) and extending the achievement of the same certification to Lasnigo production site,
- contributing to the reduction of global deforestation by using secondary packaging made by recycled paper as much as possible,
- using plastics in primary packaging with increasing content of recycled material,
- developing a level of separate waste collection in all establishments,
- promoting the reduction of energy impact or the use of renewable resources.

The Board of Directors

Peter Irle