



# COMPANY POLICY

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The Company Policy constitutes the “framework of reference” for identifying the objectives and targets on the basis of which to plan specific improvement programs.

## 1. FOOD SAFETY AND HYGIENE

GF Ovodry's management is motivated to apply the Quality System, implemented as an internal management tool. The Quality System is aimed at satisfying global quality to the creation of safe products that comply with the specified requirements, which meet the needs of the market.

The Management is convinced that:

- ❖ The Quality System is necessary as a tool to achieve the established objectives.
- ❖ By formalizing, documenting and reviewing the internal management rules, the Company is able to demonstrate the quality of one's work.
- ❖ It is necessary to share the objectives and written rules at all company levels, through the distribution and application of the various documents of the Quality System, so as to constantly motivate all personnel.
- ❖ According to the criteria defined in the Quality System, the company is able to prevent and keep under control the risks related to products and processes.

With a Quality System compliant with the requirements of ISO 9001, BRCGS FOOD and IFS FOOD, it is possible to facilitate the understanding and recognition of the defined rules.

- ❖ Customer acquisition and loyalty can occur through the correct management of the existing Quality System.

## 2. QUALITY CULTURE

The Management's commitment to continuous development and improvement of the company's quality culture is realized through the following activities:

- ❖ Ensures and promotes internal communications.
- ❖ Ensures that all activities are the result of planning. All activities lead to the achievement of the best level of quality, food safety, respect for the environment and health and safety of workers.
- ❖ Shares with department managers projects aimed at improvement.
- ❖ Verifies that controls are carried out punctually, efficiently and that documentation is updated thanks to the Management review.
- ❖ Encourages the constant improvement of the food safety management system taking into account scientific and technological developments and best practices.
- ❖ Makes available the people necessary for the effective implementation of all processes.
- ❖ Maintains the correct functioning of the infrastructure and the environment.

## 3. HEALTH AND SAFETY AT WORK

The Management considers the protection of health and safety as an integral part of its activity and as a strategic commitment with respect to the more general objectives of the company. The Policy is oriented to the prevention of accidents and illnesses at work and represents the guide for the continuous improvement of safety performance.

To implement above, the company undertakes to:

- ❖ To comply with current legislation, reference regulations and company procedures regarding safety.
- ❖ To provide for safety in the workplace through the production site assessment, when the company invest in new equipment or when changes are made to the working environment.
- ❖ To promote the improvement of performance and results relating to safety.
- ❖ To prevent and correct any dangerous situation, promoting reporting and implementing the analysis of the causes and possible corrective actions.
- ❖ To spread a culture aimed at implementing correct forms of safety behavior.



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- ❖ To develop at all company levels, through training and information, professional skills and the commitment to operate in compliance with prevention and protection procedures.
- ❖ To achieve an awareness that the responsibility for safety concerns all workers, each according to their own skills.
- ❖ To promote the involvement and consultation of workers in the main processes of the Management System.
- ❖ To encourage the participation of workers regarding risk assessment, prevention and protection measures, training, information and instruction, communication and preparation and response to emergencies.
- ❖ To involve the contractors in the protection of health and safety at work, through cooperation and coordination in every phase of the relationship.
- ❖ To increase the safety performance and levels of physical and intellectual well-being of workers, through an organization of work and adequate resources.
- ❖ To verify safety management, through critical analysis of the results achieved.

### 4. ENVIRONMENT

GF Ovodry is aware that every economic productive activity can present elements of risk. The wellness of the working staff, of the community and the of individual, requires the conservation of the environment especially in the current period characterized by continuous climate changes, depletion of water, natural resources, etc. The Management believes that every economic operator can contribute in different ways to the development and to the wellness of the community. The management is committed to prevent and manage the environmental impact caused directly or indirectly by its own activity (both in relations with third parties and with its own employees) promoting and adopting good practices and behaviors attentive to the protection of the environment.

GF Ovodry, in full compliance with the law, is committed to carry out its business in ways to guarantee environmental safety. Furthermore, the company ensure that any negative effect on the environment is eliminated or reduced to the minimum levels technically and economically achievable.

The responsibility of GF Ovodry can be summarized in the following points:

- ❖ Maintaining legislative compliance with reference to legal requirements.
- ❖ Involvement and awareness of all personnel on environmental issues.
- ❖ Monitoring, control and continuous improvement of environmental performance.
- ❖ Pollution prevention and protection of the environment.

### 5. ETHICAL COMMITMENT

GF Ovodry places respect for human rights as a central value of its business.

The Management undertakes the task to comply with work regulations, including international ones, and to the following values:

- ❖ comply with the rules and laws on safety, health and welfare of workers.
- ❖ do not use or encourage child work.
- ❖ do not resort to forced work of any kind.
- ❖ respect the right of free membership of personnel to trade unions and professional associations.
- ❖ do not discriminate on the grounds of race, religion, disability, sex, sexual orientation, marital status, union membership, political opinions, age or any other condition that could lead to discrimination.
- ❖ prohibit corruption.
- ❖ encourage the reporting of suspicions of corruption without fear of retaliation.

### 6. OBJECTIVES

GF Ovodry Management sets the objectives, monitors them frequently to assess progress and reassesses them through the annual review.



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1. Food Safety and Product Quality
2. Effectiveness of the Quality System
3. Product authenticity
4. Food Defence
5. Acquisition of new customers and satisfaction of purchases
6. Supplier involvement
7. Environmental aspects
8. Ethical aspects
9. Research and development
10. Continuous improvement of health and safety conditions at work
11. Internal reports and complaints

The Company Policy review takes place at least once a year during the Management Review or in the event of significant changes in the context. The review of the Policy and objectives also has the purpose of achieving continuous improvement and giving it adequate visibility within the company.

The Company Policy is displayed in common areas to give it maximum diffusion, so that everyone is aware of their obligations in terms of food hygiene, health and safety at work, environment and ethics.

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