



ILLVA SARONNO HOLDING S.p.A.

QUALITY, ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY, AND FOOD SAFETY POLICY

ILLVA SARONNO HOLDING Spa is the leading company of the group that includes companies operating in alcoholic beverages, wines, ice cream, bakery products and flavors for the food industry sectors.

ILLVA SARONNO SPA, a leader in the world of spirits, is the company that formulates, produces and sells spirit drinks.

The company also produces the characteristic ingredients of spirits such as flavorings and extracts.

The company Policy is based on the principles of sustainability, efficiency and social responsibility.

The companies of the group, which are positioned in the supply chain among the suppliers of finished products, raw materials and services, are committed to reducing the ecological impact, promoting a safe working environment and ensuring the responsible consumption of products, and are aware of the importance of correct communication that must take place between the different stakeholders, and of the need to set as their goal the complete exchange of information, also with the competent authorities and inspection bodies.

The ILLVA group, therefore, aware of the organizational context in which it operates and the needs of the interested parties, is constantly committed to pursuing the following strategies:

- ✓ OCCUPATIONAL HEALTH AND SAFETY: The safety of our employees and contractors is a key priority. We implement accident prevention practices through continuous training and compliance with occupational safety regulations.
- ✓ RISK MANAGEMENT: We identify and manage risks at every stage of production, from raw material handling to machinery management, to minimise any potential risk to the health and safety of employees and contractors.
- ✓ WORK ENVIRONMENTS: Manufacturing facilities are designed to minimize the risk of accidents.
- ✓ QUALITY and HEALTH AND HYGIENE PROTECTION for consumers: primary objective to ensure competitiveness and to meet food safety requirements, legislative requirements and customer requests.
- ✓ INNOVATION and RESEARCH, aimed at continuous improvement, to support constantly evolving markets.
- ✓ PRODUCTION EFFICIENCY AND IN THE USE OF RESOURCES to guarantee consumers continuity and a constant and high-quality standard, optimizing the use of water and energy, through the adoption of more efficient technological solutions, and the promotion of recycling and reuse of materials in all stages of production.
- ✓ REDUCTION OF ENVIRONMENTAL IMPACT: our company is committed to reducing the ecological footprint of our production with the aim of reducing greenhouse gas emissions and the consumption of natural resources.
- ✓ WASTE MANAGEMENT: Reduce, reuse and recycle are the guiding principles in waste management. We promote the use of environmentally friendly packaging and the recycling of materials used in production, including glass.



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To achieve, consolidate and improve the objectives set, Corporate Management undertakes to:

- ***To meet compliance obligations to protect the environment and the safety of our collaborators and to adopt an effective regulatory update system that allows us to be constantly aligned with legislative requirements in terms of food safety, compliance with specifications, and correct customer information.***
- ***Eliminate hazards and reduce risks in the workplace, using the hierarchy of prevention and protection measures.***
- ***Develop appropriate management systems such as a clear business organization, control plans, safety system for quality and hygiene, IT management tools, to face all problems related to the safety and legality of products and to constantly monitor progress in the environment and safety through internal audits and periodic reports.***
- ***Implement a system of hygienic self-control based on the analysis of risks and critical points, on the drafting of work instructions describing good hygiene practices, on checks/controls to monitor processes.***
- ***Pursuing the satisfaction of customers and all interested parties, ensuring compliance with their requests, assessing requirements and anticipating any expectations in relation to the evolution of the markets.***
- ***Make available the resources necessary to achieve the company's strategies/objectives, activating projects that allow the company to be competitive and at the forefront in its sector.***
- ***Promote the involvement and motivation of human resources, promoting the growth of staff and knowledge of what is being done through constant training.***
- ***Consult workers and their representatives to proactively participate in environmental and occupational health and safety issues.***
- ***Pursuing the continuous improvement of the quality of products and services, through awareness of the entire supply chain involved and close collaboration with suppliers, chosen with an accurate internal method of qualification and validation.***
- ***Protect the environment, including the prevention of pollution of environmental matrices and invest in low-carbon technologies, seeking to progressively reduce the environmental impact.***

The ILLVA Group is committed to pursuing responsible growth, respecting the highest standards of safety, food safety, quality and the environment. We are determined to minimize the impact of our activities on the planet and to ensure a safe and secure working environment for our employees and collaborators.

Our company will continue to work ethically, promoting sustainability and social responsibility in all its operations.

Finally, the Management undertakes to disseminate this policy to all interested parties and all staff, through publication on the website, e-mail and company bulletin boards.

The contents of this document will be periodically re-evaluated during the review, to ensure constant adequacy and consistency with the company's strategies.