

Company policy

ESSENTIAL SRL aims to acquire and maintain increasing competitiveness against competitors, by fully satisfying customer expectations in terms of **Quality** and high-level products. Additionally, the company is committed to complying with current legislation and regulations in our sector, respecting the environment, and maintaining an active Management System in accordance with the requirements of ISO 9001:2015 and ISO 14001:2015 standards, as well as the Organic Certification issued by an authorized body recognizing compliance with certain standards imposed by the European Union. The company also strives to adhere to directives related to religious certifications (Halal and Kosher) and meet the requirements specified by these entities and the final customer.

The primary objectives of our company are:

- Full customer satisfaction;
- Continuous improvement of the entire company system;
- Optimization of business processes;
- Employees' professional growth;
- Maintenance of suppliers' proven reliability;
- Maintenance of customer trust regarding the supply of products subject to voluntary certifications (Halal, Kosher, Organic) and compliance with these requirements;
- Motivation, recognition of merits, and awareness of employees for improvement.

To achieve these objectives, our company aims to promote, develop, and support the following activities:

- > Wide and widespread involvement of all employees for continuous process improvement;
- > Training at all levels for professional improvement;
- > Promotion and dissemination of the mindset of continuous improvement, even among our suppliers and partners;
- > Traceability of raw materials;
- > Promotion of participation and consultation of stakeholders;
- > Continuous evaluation of its context and stakeholders' needs and expectations;
- > Certification of its Quality Management System according to ISO 9001:2015.

The company management considers the **igiene and safety** of its products fundamental objectives of its mission. To achieve these objectives, the company has established an organizational structure aimed at implementing self-control based on the principles of the HACCP system. This system involves all company activities and becomes concrete in the definition of food safety guidelines formalized in the HACCP Manual. The organization applies the reference legislation, considering among its main references Regulation (EC) 852/04 and Regulation (EC) 178/02, as well as applying any additional protocols and commitments dictated by customers and signed.

Furthermore, the Company Management has defined its corporate management policy regarding the **Environment**. To pursue the goal of continuous improvement of its environmental performance, the management has decided to apply and maintain active an Environmental Management System, in order to:

- Protect the environment and operate to prevent pollution;
- Reduce the environmental impacts of activities;
- Evaluate and respect every commitment related to the context;
- Maintain compliance with all applicable environmental laws and regulations and other requirements subscribed by the organization, committing to identify them with appropriate procedures.
- Identify and keep updated the environmental aspects and impacts resulting from activities, considering a life cycle perspective, services within its competence, and activities over which it can exert influence, evaluating in advance the impacts resulting from all new activities and processes.

In reference to the above, our organization sets the following objectives:

- > Periodically assess its adherence and conformity to the principles of environmental policy;
- > Review the degree of achievement of its environmental objectives and targets and, if necessary, define new ones;
- > Achieve continuous improvement of environmental performance by sharing with staff the achieved and future objectives and targets;
- > Assess the possible environmental implications before introducing a new type of product
- > Improve relations with suppliers, informing them and involving them in the implementation of environmental policy;
- > Maintain certification of its environmental system according to ISO 14001:2015.

The company management commits to:

- Spread and make operational, at all levels of the company, this Policy and the set objectives, also through information and awareness-raising actions and training;
- Evaluate the effectiveness of the Quality-Environment System through the review of objectives and establish any interventions and corrective actions to correct any negative deviations from the defined objectives;
- Identify and systematically assess the risks and opportunities arising from business activities.

This document is included in the company's information system, made available to employees, the public and all stakeholders, and is reviewed and updated annually in relation to the objectives the organization intends to pursue and the environmental targets it aims to achieve.

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Essential S.r.l. General Manager

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