


<b>INALCA S.p.A.</b> 	<b>Moduli   Moduli Interstabilimento   Allegati</b> <b>compliance 231- amministrativi</b>	<b>COM-01-00-00-00-02 (eng)</b>
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<b>INALCA S.p.A. POLICY AND CODE OF CONDUCT FOR A SUSTAINABLE DEVELOPMENT OF THE COMPANY</b>		

INALCA S.p.A, the largest national company in the meat sector, carries out integrated industrial activities extended to all working and manufacturing processes of this sector and is present on all international main markets.

INALCA S.p.A. since its origin has prefixed the business plan of the satisfaction of productive standards required by its own clientele of reference, developing in the time its own ability of planning and develop of products destined to specific market frames.

INALCA S.p.A. believes that the development of an enterprise in the agroindustrial sector is connected to a sustainability that cannot exclusively be limited to the economic dynamics of market, but extends to environmental, **economics and** social factors capable of assuring a suitable level of maintenance to the primary agricultural activities and the equilibrium of the agricultural productions with the surrounding environment.

For INALCA S.p.A. the base of a sustainable development is concretised, therefore, in a progressive functional and economic integration with the agricultural activities, based on the productive specialization, the interchange and the transfer of the best knowledges and available techniques and the planning of the primary productions.

Aware of its own technical capacities, INALCA S.p.A. has radically developed its production technology and implemented the relevant control systems in order to optimise the management of all the main requirements necessary to satisfy its reference markets, especially:

- Food safety requirements;
- Legal requirements;
- Authenticity requirements;
- Organoleptic requirements;
- Service presentation;
- Respect of the environment and energy use;
- Optimal management of worker's safety and health;
- Awareness of the company's corporate responsibilities;
- Establishment and maintenance of an adequate food safety culture for all employees.


INALCA S.p.A. considers essential instruments for the development of the company the sustainability balance sheet editing and the use of international standards applied by a single integrated system. INALCA S.p.A. applies the following:

- UNI EN ISO 9001 "Quality Management Systems" ;
- UNI EN ISO 14001 "Environmental Management Systems";
- UNI EN ISO 45001 "Occupational Health and Safety Management Systems";
- UNI EN ISO 22005 "Traceability in the agroindustrial supply chains";
- Beef labelling (CE) n. 1760/2000;
- Code of conduct concerning the company's corporate responsibilities;
- IFS "International Food Standard";
- GRI UNIVERSAL STANDARDS 2021 (Global Reporting Initiative);
- SBTi (Science Based Target initiative) Corporate Manual and (FLAG SBT) – Setting Guidance.
- **SMETA (Sedex Members Ethical Trade Audit).**

The management system of INALCA S.p.A. is made available to its primary clientele and aims for "continuous improvement."

This effort, which involves the whole company, is carried out so as to guarantee:

Rev.	Natura Modifiche		
00	coding change from MDQ to COM - SMETA standard inserted		
Preparazione		Approvazione	Distribuzione
CERE' LUCA; MAFFEI CLARA; ROSSI MARIO		BONI PAOLO	MAFFEI CLARA

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- 1) That all activities, both compulsory and voluntary, are supervised, managed and documented in terms of quality, environmental protection, safety and health in the workplace and corporate responsibility;
- 2) That the highest level of food safety is always considered as the first requirement for all the company's products;
- 3) That information concerning the corporate quality-environment-safety-responsibility system becomes more accessible to the offices involved, clients and suppliers and are coherent with corporate objectives;
- 4) That the current policy is easily available to the public and employees with transparency in communication and effectiveness in replying to the requests of external and internal subjects;
- 5) That production activities are closely controlled in relation to contractual obligations undertaken with clients;
- 6) That the number of errors and level of non-conformity in production activities are reduced in order to reduce the work required to correct them;
- 7) The identification of environmental risks, real or hypothetical, that are or may be caused by production processes and other INALCA S.p.A. activities, especially:
  - The commitment towards preventing environmental impacts and pollution linked to working accidents or anomalies;
  - The continuous commitment to study and apply methods and solutions to reduce the environmental impact of our work and to limit the use of raw resources and materials, avoiding wasting materials and energy;
  - Rationalising the use of resources and energy and, when possible, re-cycling or re-using leftovers and waste;
  - Identifying well-defined and quantifiable objectives and goals for improving the environment;
  - Respect of the compliance obligations, with specific regard to satisfying the requests of an environmental nature by customers and stakeholders.
- 8) The INALCA SPA energy aspects have to be identified and evaluated, within the EMS scope:
  - Improvement of the energy performances in the term of efficiency fields, of the energy use and consumption;
  - Planning and purchasing of energetically efficient product and services;
  - Use of energy from renewable source.
- 9) Residual risks and opportunities have to be evaluated concerning all the process and the activities of INALCA SPA in particular for:
  - Injury and illness prevention;
  - Continuous improvement of the health and safety performances;
  - Conformity to all the applicable law requirements and to the voluntary requirements subscribed by the company;
  - Surveillance, managing and sharing of the workplace safety for the direct employee and for the outsourcing third companies.
- 10) That effects on the company's activities due to the application of ethical codes of conduct drafted or received by INALCA S.p.A. are supervised and managed, and especially that:
  - Employees are adequately remunerated and can count on salaries which conform to the applicable national laws;
  - There is no discrimination in employing personnel and in the methods of employment for reasons of race, skin colour, religion, sex, age, physical capabilities, nationality or any other prohibited reason;
  - Employees are provided with a safe and healthy working environment.
- 11) That all its suppliers are involved in the quest of its own goals.

Coherently with its code of conduct, the company Directorate will periodically define and re-examine the improvement objectives.

The full participation of every one of us is required to implement and maintain this policy of care and attention, with the awareness that everyone's work is the base for attaining this important objective.

Chief Executive Officer  
Paolo Boni