

TRENTOFRUTTA SpA understands and supports an idea of the production and packaging industry of semi-finished fruit and vegetables that starts from the direct transformation of the raw material, in close collaboration with its farmers, up to the packaging into a finished product ready for consumption, thus guaranteeing the **highest quality and freshness** of the product and reaching the **maximum level of economy and sustainability of the supply chain**.

Based on this idea, TRENTOFRUTTA SpA, in particular, proposes to:

- produce semi-finished fruit and vegetables, whether **conventional**, from a **controlled supply chain, organic and Demeter** (the last one is used for the production and packaging of Babyfoods) for secondary industries;
- be a reliable and creative partner for the **copacking activity** aimed at **high-demanding customers** having an excellent skill to adapt to variability, maintaining a **continuous technological and structural development and always guaranteeing the maximum level of organizational well – being**.

For this purpose TRENTOFRUTTA SpA considers indispensable and fundamental for its success to adopt a company policy that integrates the aspects of **quality, hygiene, food safety, health and safety at work**, in order to prevent injuries and occupational diseases, with the business targets and the general management of the company, as well as with the respect for the **environment protection**, including the prevention of pollution, and the **ethical social aspects**, towards **all stakeholders**.

To facilitate the realization of these principles, the Management decided to adopt an **Integrated Voluntary Management System** certified according to **ISO9001, IFS, BRC (GSFS), ISO 45001 and ISO14001 standards**, which integrates objectives and policies for quality, health and safety of workers, environmental protection in the design and management of work and production systems. TRENTOFRUTTA SpA also adheres to numerous projects related to constant **improvement of sustainability** and is a member of **Sedex**, a sign of the will to share information to manage and improve **ethical standards** throughout the **Supply Chain**.

The **updating and continuous improvement** of the system allows the organization to comply with applicable legislation on quality, the environmental, ethical, social and health aspects and workplace safety and all the other requirements to which the organization has adhered, improving over time the ability to adapt to the evolution of laws, regulations and good technical standards.

The Management has the following **objectives**:

1. establish and maintain appropriate conditions, operating and control procedures necessary to ensure that the **Customer's requirements** are determined, understood and satisfied, including the risks and opportunities associated with them that could influence the conformity of products / services and the ability **to increase Customer satisfaction**;



2. scrupulously respect the **updating of laws and regulations** concerning the used raw materials, the production techniques, the processing rooms, the product requirements, the packaging and the means of transport, also involving suppliers, and also all the legal provisions updated on workplace safety, the environment and social responsibility;
3. integrate the problems of quality, **food hygiene, health, safety and environmental protection** into the normal business and management activities;
4. keep **accounting books and accurate commercial records** according to the requirements of all laws and according to recognized accounting practices;
5. offer products and services that meet the necessary standards of **food quality and safety**;
6. design the workplace, seeking the constant improvement of technologies, processes, structures, machines and systems in order **to minimize the risks** of product safety, health and safety of workers and environmental impacts related to them;
7. provide safe and healthy working conditions for the **prevention of occupational injuries and diseases at work** based on the context of the organization and the specific nature of its risks and opportunities;
8. prevent, control and reduce the environmental impacts that result from the carried out activity, with particular attention to the most significant aspects aimed at an **effective reduction of consumption of water**, of the **emissions into the atmosphere**, to **control the impact on water surface** by its waste water, its chemical products compared to **protection of the soil** and the maintenance of a **high division of the waste**;
9. ensure a reliable and complete system to detect any **non-compliant** situation in order to carry out their useful analysis;
10. seek **active and preventive participation, consultation and full sharing** of the company policy and objectives from all staff, also seeking the collaboration of suppliers and contractors;
11. better **manage the risks** generated by its activities and the risks of interference with other external workers, minimizing them and, where possible, eliminating them;
12. improve the **monitoring of the residual risk** in order to further minimize it through actions of continuous improvement;
13. pursue the respect and protection of workers in **disadvantaged conditions or vulnerability** (state of pregnancy and disabled people);
14. pursue an open and **productive attitude towards public, users and Public Authorities** and other interested parties;
15. guide and support people to **contribute to the effectiveness of the integrated management system**;
16. provide support to other relevant management roles to **demonstrate their leadership** like it applies to the respective areas of responsibility;
17. develop, guide and promote a **culture in the organization** that supports the expected results of the integrated management system;



18. Protect workers from **retaliation by reporting incidents, hazards, risks and opportunities**;
19. Create a **healthy, free and transparent working environment** where workers are respected in their rights, protected and do not feel threatened;
20. Ensuring that all **workers have the right to freely associate themselves** with any organisation;
21. Ensure business choices, related to human resources, that do not meet **discriminatory requirements** such as race, colour, religion, sex, sexual orientation, age, disability, origin, political affiliation;
22. Ensuring fairness in the **economic treatment** among all workers (pay for equivalent jobs, compensation, overtime, bonuses, benefits);
23. Ensure reasonable and **appropriate work rates** (hours and days off) for all workers;
24. Do not tolerate any form of **physical, sexual, psychological, verbal harassment or abuse**.

The High Directorate of TRENTFRUTTA S.p.A., in defining and approving this company policy, is committed to:

- **establish** and **implement** the policy;
- ensure **resource** availability;
- define **responsibilities** in the Management System;
- create a **corporate culture** that is consistent with the policy itself;
- set out the **aim** of the various processes;
- **inform** the organization of the importance of complying with the requirements of the customer, the mandatory ones and those defined by the company;
- **periodically review** the Management System and objectives.

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