
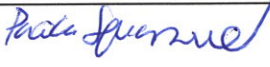


	SISTEMA DI GESTIONE INTEGRATO		Rif: POA_DIR_01 Rev: 08 Data: 26/08/2021 Pagina 1 di 2
	INTEGRATED POLICY 		
	Emesso: SGI	Controllato: RSGQ - RLS	
Argentina / Australia / Brazil / Chile / France / Germany / Hungary / Italy / Portugal / South Africa / Spain / Sweden / USA			

Brescia production site

AEB S.p.A. promotes the values of sustainability, environmental protection, social responsibility, worker safety, food safety, product and service quality, through a continuous commitment to develop a sustainable company system with respect to its stakeholders, as an element of culture aimed at increasing the awareness of all employees to achieve the Company's mission and objectives, with a sustainable, concrete and measurable approach, involving employees and, progressively, suppliers in this process. The definition of the substantial aspects and instruments for achieving the objectives is pursued through the adoption of an integrated management system in compliance with ISO 9001, ISO 22000, ISO 14001, ISO 45001 and SA8000 standards.

AEB S.p.A. has adopted an Organisational Model 231 in order to prevent the main risks of crime applicable to its business and the Code of Ethics, a fundamental tool for the cultural growth of its workers and stakeholders.

AEB S.p.A. undertakes to define the tools to ensure that employees are put in a position to carry out the tasks for which they are qualified, making clear the influence that the activities carried out by the individual have on achieving the planned results. AEB S.p.A. has defined, within its own organisation, the tasks of each person and the instructions necessary for the production of safe products. To this end, the Management is committed to making resources available for the planning and application of procedures, based on the best technical standards, that promote the continuous improvement of the System and company processes.

AEB S.p.A. firmly believes in the importance of correct and transparent management of its human resources, suppliers and collaborators in compliance with the principles of Social Accountability established in the SA8000:2014 Standard, committing itself to:

- not using child labour or forced labour;
- comply with current national legislation, international conventions and recommendations, including the resolutions of international bodies such as the ILO and the UN;
- respect freedom of association and the right to collective bargaining;
- oppose all forms of discrimination and unequal treatment based on race, nationality, religion, disability, gender, sexual preference, trade union membership, political affiliation;
- condemn all illegal conduct and conduct contrary to dignity or physical and/or moral integrity;
- fully and impartially apply the national collective labour agreement to all employees, punctually paying the established remuneration and paying all the relevant social security, welfare and insurance contributions;
- guaranteeing the protection of maternity and paternity, as well as of disadvantaged persons;
- promote and improve the conditions of safety and physical and mental wellbeing of its collaborators with both preventive and corrective actions;
- involve suppliers of goods, activities and services and their commitment to social responsibility by complying with all the requirements of the reference standard;
- develop and extend information, communication, education and training processes and promote dialogue with stakeholders, to ensure efficient and effective application of the company's integrated system.

To this end, a GRS (Group for Social Responsibility) has been set up, with balanced representation of employee and management representatives, which periodically carries out risk assessments and monitors compliance with the standard.

AEB S.p.A. defines and plans performance, innovation and improvement objectives to which it intends to commit with this Policy, according to the following guidelines:

- ✓ Quality: promoting digitalisation in internal and customer communication, enhancing customer support services and customer satisfaction assessment techniques, strengthening Group coordination in the application of improvement policies and strategic guidelines.



	SISTEMA DI GESTIONE INTEGRATO			Rif: POA_DIR_01 Rev: 08 Data: 26/08/2021 Pagina 2 di 2
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- ✓ Health and Safety at Work: improve the study and impact of manual handling of loads, improve the intensity and safety of internal vehicle traffic, optimise the conditions of industrial workplaces and workers' awareness of the contribution of individual behaviour on safety.
- ✓ Social Responsibility: protect the dignity of workers, develop with the collaboration of GRS a working environment that enhances the professional growth of its "human assets", ensuring the improvement of their skills and competencies, well-being and respect for their rights.
- ✓ Environment: promote the adoption and extension of the use of renewable resources, increase the use of recyclable and recycled materials by contributing to circular economy projects, improve energy consumption performance.
- ✓ Food safety: improve training and awareness of the individual role of workers, improve internal logistics conditions, strengthen the qualification system for suppliers of raw materials and services that have an impact on food safety. Research and evaluate all possibilities for improvement in order to propose a service that is continuously able to ensure the production, packaging and distribution of products that are safe from a hygiene and health point of view.

AEB S.p.A. considers the adoption of certified systems for quality, food safety, environment and safety in the workplace, social responsibility or the demonstration of an adequate and documented attention to these issues as a qualifying factor in the selection and evaluation of suppliers, promoting a growing common commitment in terms of sustainability.

AEB S.p.A. maintains an active system of risk analysis, preparation and response to emergencies, implementing a plan for the protection of public health and food safety. Each employee undertakes to protect the confidentiality of the Company's information and know-how, in compliance with the regulations on the processing of personal data. The adequacy and conformity of the Integrated System is ensured by systematically carrying out internal audits and audits by accredited certification bodies. From the analysis of the results of the audits, the degree of efficiency and effectiveness achieved by the System is assessed and the primary objectives for process improvement are planned. The Management periodically checks the Integrated System, as well as its Policy, in order to ensure that they remain suitable and adequate. The effectiveness of the Policy and of the Integrated System is periodically verified through Management Reviews.

Management is committed to ensuring that the Policy is disseminated and understood by all interested parties and to training, sensitising and empowering its employees and stakeholders to ensure that the company's processes are properly understood and managed to achieve the best results in terms of quality, food safety, environment and occupational safety and social responsibility.

AEB S.p.A. also promotes the use of internal reports as an opportunity for improvement, in order to prevent or reduce non-compliance and risk situations. By managing the actions taken, it is possible to focus on the continuous improvement of the food quality and safety system.

Reports and complaints concerning the workplace or non-compliance with the SA8000 Standard can be made through channels that guarantee the confidentiality of the reporter's identity, as provided for by AEB S.p.A.'s 231 Organisational Model, by e-mail to segnalazioni.odv.aeb@gmail.com, by ordinary mail to the Company's address in a sealed envelope, marked "Confidential. To the attention of the Supervisory Body of AEB S.p.A.", contained in the primary envelope. Reports and complaints may also be sent

- to CISE (Centre for Innovation and Economic Development) by sending an email to info@lavoroetico.org or by calling 0543713314;
- SAAS (Social Accountability Accreditation Service) by email to saas@saasaccreditation.org or at: 15 West 44th Street, 6th Floor, New York, NY 10036 - Tel: (212) 391-2106 Fax: (212) 684-1515.

This commitment is made available to the public and to all employees.

Mario Tomasoni

Chief Executive Officer

