

Integrated Management System Policy

CARE approach & engagement of the Direction

Diamalteria operates under the hereby policy which covers accreditations, legal compliance, and overall ethical & sustainable practices.

This Company Policy is based on the *VIVESCIA Group* CARE approach. The CARE approach helps all participants to adopt personal behaviors that actively promote:

- the respect of Environment, Health & Safety *(care about all life and all people)*
- the use of fair and reliable trade practices *(care about our clients & business ecosystem)*
- the pride to build success together *(care about performing for our shareholders)*

The Management also commits to:

- meet all mandatory food safety requirements relevant to the quality of its products,
- meet food safety requirements and those agreed with clients,
- continuously improve its management system,
- ensure the presence of people skilled with food safety competencies.

The Direction of the company considers essential the efficient use of resources, the engagement with all stakeholders, and a rigorous financial planning. The Direction has defined the absolute prohibition of the use of child labor and ensures that all personnel receive an adequate remuneration in relation to their duties. The Direction also believes that maintaining accreditation to Internationally recognized systems is one of the appropriate measures to support the CARE approach.

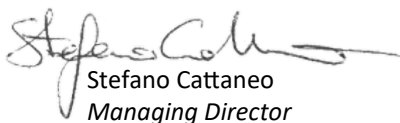
Systems in place are Quality & Food Safety Management (FSSC 22000), Corporate Social Responsibility (Ecovadis), Halal and Kosher.

The Direction provides the following framework and resources:

- To facilitate the transversal coordination of all efforts and coordinate the internal and external communication, the Direction has assembled and keeps direct authority on the *Human Resources Department*.
- A Leadership Team is in place to pilot the workflows based on the expectations of the Direction that are described in our *Confidentiality Ethics Authorisations and Communication Charter*.
- The Leadership Team is regularly invited to analyze and update the overall *context analysis* of our business as well as the various stakeholders' expectations.
- The proper execution of each macro-process of the business is monitored through weekly one to one between the Leadership Team members and the Managing Director.
- Seminars, forums, workshops, and surveys are organized on a need basis to share knowledge and ideas at a contextual, strategic, tactical or operational level.

All employees are expected to actively support the implementation of this policy every day around them when working at Diamalteria. Each employee is expected to actively participate in Safety Rituals and in Transformation Projects which are both essential for life and for sustainability. Each employee is also expected to know and express the 4 VIVESCIA Values:

Act together
Work for the long term
Dare to be entrepreneurial
Be genuine



Stefano Cattaneo
Managing Director

30th June 2025

This policy is periodically reviewed and shall be shared on request with the relevant stakeholders.