

FOOD QUALITY AND SAFETY POLICY AND GENDER EQUALITY

Identifying Cesare Trucillo SpA's "mission" represents a key step in correctly defining the company's food quality and safety policy, which the Company Management intends to share with all interested parties.

To this end, it will therefore be impossible to ignore the following considerations:

- of its history, made up of objectives, policies and results;
- of the current preferences of management and ownership;
- of the environmental implications that influence its purposes;
- critical resources for achieving the company mission;
- of their own specific skills;
- of gender policies.

For Cesare Trucillo SpA, PROVIDING QUALITY AND GUARANTEEING PRODUCT FOOD SAFETY means not only satisfying the requests of the company's various "stakeholders" but also exceeding their expectations by offering the following guarantees:

- CONTINUOUS TRAINING, THROUGH THE DIFFUSION OF THE ORGANIZATIONAL CULTURE OF THE INTERNAL CUSTOMER-SUPPLIER
involving all staff, at every level and grade, in spreading the culture of quality and food safety within the company through:
 - sharing objectives, expectations and relevant information
 - establishing an employee feedback system on food safety issues;
 - Measuring performance and periodically reviewing goals
 - Appreciating and celebrating successes;
- TECHNICAL ASSISTANCE, IN ORDER TO ANTICIPATE CUSTOMER NEEDS AND UNDERSTAND THEIR IMPLICIT NEEDS, IMPROVING FEEDBACK FROM THE SALES NETWORK

- SAFE, LEGALLY COMPLIANT, AUTHENTIC PRODUCTS THAT COMPLY WITH SPECIFIED QUALITY REQUIREMENTS

based on a careful assessment of the risks/opportunities arising from the analysis of the context in order to respond effectively to the needs of all interested parties (suppliers, customers, staff, control bodies).

To this end, the company has a Quality and Food Safety System that has reevaluated its quality policy in light of broader management principles that allow for:

- focus on customers and understand their future and present needs;
- create an internal environment within the organization that ensures people's involvement in achieving food quality and safety objectives and gender equality;
- make the entire organizational structure responsible for the results;
- manage resources and related activities from a process perspective;
- improve the effectiveness and efficiency of the organization by adopting a systems approach to identifying, understanding and managing a related system of processes;
- pursue continuous improvement by seeking a series of internal and external stimuli that facilitate the planning of company activities;
- create partnerships with suppliers for the joint study of production improvements;
- • ensuring that the system is supported by periodic and systematic information, training, education and awareness-raising activities for all employees, collaborators, suppliers and visitors;
- • ensuring periodic review of company policy and management systems so that they are always kept current and appropriate to the company reality in accordance with changes in the context;
- • ensuring a continuous exchange of information with the bodies responsible for controls (local health authority, Fraud Repression Office);
- • ensuring that the Policy set out here and the related management systems are understood, implemented and maintained at all levels of the organisation;
- • ensuring that this document is available externally and is also communicated to those working on behalf of the organization such as suppliers.

- have a transparent organizational structure both inside and outside the company.

Based on these considerations, the Company Management of Cesare Trucillo SpA, believing that the quality of its products, processes and organization is a fundamental element for the company's success in the past, present and future, has interpreted its "mission" as that of spreading the "art of coffee" by ensuring:

- the organoleptic-sensorial quality of the coffee;
- the healthiness and hygiene of the coffee and its processes;
- the assumption of full responsibility towards the customer regarding the quality and food safety of the product supplied to them;
- maintaining focus on gender equity.

In particular, the hygienic quality of the product is to be understood as the healthiness and safety offered by Cesare Trucillo SpA to its customers and on which the company has built its organoleptic-sensorial quality and that of its organizational structure.

To this end, the contribution of all those working within the company and externally is essential. The sterility of the coffee, achieved after the roasting phase, must be maintained through the application of specific procedures:

- to staff hygiene;
- to the hygiene of production plants;
- to the hygiene of the establishment.

Everyone working in the facility must ensure that the hygiene standards set by Company Management are maintained and promptly report any deviations.

The principles underlying the aforementioned company quality policy are then concretely specified in the following general objectives that involve all company areas:

- ⇒ guarantee of a **HEALTHY, HYGIENIC AND SAFE COFFEE**;
- ⇒ offering **PRODUCTS WITH STANDARD FEATURES** starting from the analysis of the expressed and implicit needs of customers;

- ⇒ constant monitoring of CUSTOMER SATISFACTION;
- ⇒ CUSTOMER LOYALTY;
- ⇒ constant search for PRODUCT AND TECHNOLOGY INNOVATION;
- ⇒ sales force stimulation;
- ⇒ creation of a STRONGLY PARTICIPATORY AND INTEGRATIVE ORGANIZATIONAL CLIMATE.

In this sense, all staff must feel involved in company activities, making an essential contribution to the qualitative growth of processes and the organization, including by formulating improvement proposals that Cesare Trucillo SpA is ready to welcome.

The Company Management's commitment will always be to define clear, credible, and measurable qualitative growth objectives and to adequately communicate them to all members of Cesare Trucillo through:

- the definition of annual improvement plans;
- the systematic review of the objectives achieved and the activities carried out.

Furthermore, Cesare Trucillo SpA is committed to activities relating to:

RESPECT FOR HUMAN RIGHTS

Cesare Trucillo SpA considers respect for human rights to be essential to ensuring a fair, just, and free society. The company takes on the responsibility of acting as a spokesperson for fundamental principles against any form of human rights abuse or violation throughout its value chain. Human dignity and integrity are essential values. In this regard, Cesare Trucillo SpA is committed to the following principles: - Adhering to the principles enshrined in the United Nations Charter of Human Rights, the 1948 Universal Declaration of Human Rights, and all subsequent international conventions. - Paying particular attention to respecting dignity at work, promoting fair wages,

accessibility for people with disabilities, preventing harassment, adequate working conditions, and combating forced labor. - Complying with the principles of the fundamental Conventions of the International Labour Organization (ILO), guaranteeing: - Freedom of association; - Prohibition of forced and child labor through contractual relationships aligned with the National Collective Bargaining Agreement; - Prohibition of discrimination based on gender, age, ethnicity, religion, political or trade union affiliation, sexual orientation, gender identity, language, or disability. - Alignment with applicable labor rights legislation. The company encourages suppliers, retailers, and product managers to adopt the same principles in respecting human rights and combating discrimination. It also draws inspiration from the OECD Due Diligence Guidance for Responsible Business Conduct. Cesare Trucillo SpA believes that a corporate policy based on ethics and integrity is essential not only for its market success but also for building a more just future.

ENVIRONMENT

Respect for the environment and the transition to a sustainable society are central objectives for Cesare Trucillo SpA. The company firmly believes that economic and social development must be accompanied by respect for ecosystems and people, promoting sustainability that guarantees a just, safe, and clean world for future generations. In line with the United Nations 2030 Agenda, the company pursues responsible production, protection of biodiversity, and respect for all forms of life. Cesare Trucillo SpA operates in full compliance with applicable environmental regulations and is committed to: - Reducing or eliminating the use of toxic substances and properly disposing of waste; - Optimizing energy use to minimize the environmental impact of its operations; - Reducing the amount of waste generated through responsible management; - Reducing resource consumption and emissions along the production chain; - Increasingly integrating environmentally friendly practices into its future projects; - Defining concrete short- and medium-term objectives to promote sustainable development. The company encourages suppliers, retailers, and supply chain operators to meet its high standards for environmental policies and sustainability.

HEALTH AND SAFETY

Cesare Trucillo SpA takes all necessary measures to ensure the safety and health of its employees and anyone else who comes into contact with the company. To this end, it is committed to: - Complying with current regulations regarding health, safety, and hygiene in the workplace. - Training and informing internal personnel. - Establishing and maintaining an effective system for

identifying and controlling risks related to worker health and safety. - Implementing technical, organizational, and management interventions aimed at preventing or reducing health and safety risks in the workplace. - Ensuring and promoting the well-being and safety of employees, visitors, customers, and suppliers.

GENDER EQUALITY

Cesare Trucillo SpA is strongly committed to promoting gender equality in every organizational setting. The primary objective is to ensure equal opportunities, rights, and respect for all employees, regardless of gender. This commitment is inspired by the principles of the Rainforest Alliance guidelines, specifically "Guidance for Gender Equality," and the European Union's "EU Gender Equality Strategy 2020-2025." The focus is on: - Promoting a work-life balance, accompanied by an inclusive corporate culture; - Promoting gender equity in senior positions and decision-making processes; - Ensuring equal opportunities for both genders in recruitment and career progression; - Combating all forms of gender-based violence, including sexual harassment. The company places great importance on the concept of equity, understood as a balanced distribution of benefits, career opportunities, compensation, and responsibilities. Targeted strategies are adopted to address social disadvantages that impede fair competition between men and women. Cesare Trucillo SpA is also committed to constantly updating its gender equality policy, sharing each revision with all stakeholders. *Taken from Article 8 of the Treaty on the Functioning of the European Union: The Union is committed to eliminating inequalities and promoting equality between women and men in all its activities.*

TRACEABILITY

In carrying out its activities and processes, Cesare Trucillo SpA guarantees strict adherence to the principle of traceability, in accordance with the requirements of Rainforest Alliance standards and mandatory or voluntary food safety regulations. Traceability control is applied throughout all phases of the operational process: - Procurement - Storage - Processing and/or production - Packaging and labeling - Sales

MANAGEMENT OF COMPLAINTS AND REPORTS

Cesare Trucillo SpA guarantees all interested parties, both internal and external to the company, the opportunity to submit complaints or reports regarding any violations of the principles contained in this policy. The company's complaint management system allows both signed and anonymous reports to be submitted through the following channels:

- By email to the address indicated by the company segnalazioni@trucillo.it
- In paper format, by sending a communication to the address:

Cesare Trucillo SpA, Via Cappello Vecchio, 4, 84131 Salerno (SA)

- To the attention of the Complaints Committee - Through the use of the RA reports and complaints box, available both inside and outside the company premises.

The Company Management undertakes to keep this policy constantly updated and to communicate any revisions to all interested parties through the company website and internal notice boards.

The Management


