

INTEGRATED MANAGEMENT SYSTEM POLICY

Alimentación y Nutrición Familiar S.L. (Alnut), dedicates its activity to the preparation of baby food and specialized foods.

The ALNUT Steering Committee defines:

MISSION: satisfy the needs and expectations of our customers and consumers, producing optimal products, in accordance with the highest standards of quality and food safety, always promoting and complying with criteria of sustainability and ethical behavior throughout the , entire value chain, as well as transmitting the culture of food safety, HALAL and security to all its workers.

MAIN OBJECTIVE: To be the preferred and trusted supplier of our customers, working together, within our open Innovation Ecosystem, to improve people's nutrition in accordance with our mission. All this under strict compliance with current legislation, ensuring food security, respect for the environment and assuring the compliance of our client's expectations, including the specific requirements as organic products, HALAL, etc.

COMPONENTS:

To accomplish our mission and reach our main objective we should keep our five components satisfied. Similarly, the adequate balance between these five components is necessary to be able to reach **Business Excellence**.

- **THE CONSUMER:** At ALNUT we are committed to offer safe, legal and authentic products, always taking into account the control over food fraud, with utmost Quality, that accomplish our customers' requirements, and with this objective in our reach, our consumers' total satisfaction. Food Safety isn't negotiable for, we loyally believe in the HACCP as a system for its attainment, and the Food safety culture as an essential tool for the performance of our activity. Furthermore, for all certified products, we are committed to producing safe food in accordance with HALAL regulations.

- **OUR EMPLOYEES:** At ALNUT our employees are first considered people and, therefore, they should be satisfied both in their professional and personal life, always valuing family reconciliation when possible. Our endeavor is for them to feel fully implicated in our organization, to work and achieve our consumers satisfaction, firstly, without forgetting the rest of the Fundamental Components: the Supplier, the Society and Capital.

At ALNUT we are committed to ensuring both the physical and mental health and the safety of our workers, promoting Occupational Risk Prevention as part of the inseparable integration of their processes and activities, and establishing codes of conduct and protocols that stand by their integrity and rights, as well as preventing any type of discrimination or harassment.

- **THE SUPPLIER:** Our suppliers, both for products and for services, are considered to be part of ALNUT; therefore, we must work on creating a long-term relationship with them, based on achieving mutual benefit and total satisfaction for both. In order to pursue the same satisfaction objectives for our five Fundamental Components, to be aligned following the same Integrated Policy of Quality, Environment and Occupational Health and Safety, that similarly considers the Total Quality Model a priority.

- **THE SOCIETY:** ALNUT finds itself immersed in a Society that it undertakes to respect and keep satisfied. We must be capable of producing the maximum wealth with the minimum damage to the Environment and Society. The Society should perceive us as more beneficial than damaging, by basing ourselves in the following points:

- To maintain a respectful relationship with social institutions: Administrations, Unions, Industry associations, etc.
- To collaborate in research and development projects with universities, research institutes and other public institutions.
- To accomplish legal and tax obligations.
- To apply a Good Agricultural Practice policy.
- To be totally rigorous when it comes to Food Safety.
- To be committed with the Health concept in its broadest sense, and of course in the concept of Occupational Health and Safety for all and each one of our employees.
- To be committed with environmental protection, including among other:
 - The sustainable management of natural resources, working on the reduction of consumption such as water and energy.
 - To prevent pollution, by promoting correct waste disposal.
 - To accomplish the applicable legislation, as well as other commitments we participate in for environmental protection, taking into account the necessities and expectations of all stakeholders.
 - To consider environmental aspects when it comes to product life cycle.
- To stand for equal opportunities for people of both sexes and any Race or Creed.
- Not to admit child exploitation or any other type of behalf of our suppliers
- Not to admit taking advantage of crisis situations or natural catastrophes.
 - Not to make use of varieties from GM origin, nor do we use, ionizing radiation, residual waters without treatment in our agricultural production nor solid urban residuals.

- **BOARD OF DIRECTORS:** ALNUT Board of directors totally share this policy, and they are convinced that, if we are able to reach this satisfaction for our five Fundamental Components in a balanced way, as commented, this will also produce satisfaction for our Capital, likewise it will provide adequate profitability. For this reason, our statutes establish for the Board of directors, the duty to observe that its decisions generate a positive impact on subjects related to workers, environment and society.

Our Management has taken on the commitment to provide all the necessary means, both material and human, to successfully carry out the mentioned integrated management policy. These objectives are set and revealed in the form of specific focused objectives **towards the continuous improvement of our management systems**, that are regularly assessed and approved by Management.

CEO: Fernando Chocarro

Quality manager: María Muñoz

