



SUSTAINABILITY POLICY

Approved by the Board of Directors on March 28, 2025

Rev. 1 January 28, 2020

Rev. 2 June 22, 2022

Rev. 3 March 28, 2025

The La Doria Group is the leading European producer of canned pulses and peeled and chopped tomatoes on the retail channel and of ready-made private-label sauces. It is also among the leading Italian producers of fruit juices and beverages. Since September 2024, the La Doria Group has produced dry pasta under the distributor's brand name.

This Sustainability Policy, adopted by the Board of Directors of La Doria S.p.A., describes the Company's principles and commitments on the issue and is applicable to all Group companies.

OBJECTIVES AND PURPOSE

The Sustainability Policy was developed to guide the integration of sustainability issues at the strategic and operational levels and to promote awareness of the commitments made in pursuing sustainable development in the medium and long term. It is in line with the Group's mission, vision, values and Ethics Code, on which the Group's behavioural principles are based.

This Policy supports the La Doria Group's strategic choices, which are operationally defined in the Sustainability Plan and Management Systems. It raises knowledge and awareness-levels of the expected results regarding material topics, and spreads a culture of sustainability.

OUR MISSION

Our Mission is to supply our clients and consumers with top quality products at highly competitive prices - an alternative to the brands - while pursuing a model of sustainable development. For us, being sustainable means long-term success that combines business objectives and socioeconomic growth with respect for human rights, the environment, energy, food safety and worker health and safety.

Our sustainability mission translates into accurate and transparent communication to all stakeholders of the Group's values, policies, commitments, and performance in every area in which we operate.

With this in mind, the fundamental values at the heart of our business model are a contribution to inclusive and lasting economic growth, support for the development of sustainable agriculture, responsible use of resources, environmental protection, combatting climate change, valuing people, respect for human rights, diversity, ethics and transparency.

OUR COMMITMENTS

Our commitment translates into the promotion of Social Responsibility, a quality of culture, respect for the environment, energy performance and workplace health and safety through the maintenance and development of management systems that conform to the standards UNI EN ISO 22005:2008, UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, UNI EN ISO 26000:2020, UNI EN ISO 45001:2023, UNI CEI EN ISO 50001:2018 and recognised GFSI standards, based at all times on the continuous improvement of performance and processes and on the introduction of tools to ensure the Company's sustainable success over time.

We undertake to carry out our work with full respect for human rights as formalised in our “Human Rights Policy” and in compliance with the highest possible ethics standards. We have zero tolerance for active or passive corruption, as set out in our Ethics Code and the Organisation, Management and Control Model pursuant to Legislative Decree No. 231/01, which seeks to reduce the “offence risk”. We undertake to train our personnel to combat all forms of corruption and to promote transparency and accountability based on sound business ethics.

As formalised in our “Equal Opportunities, Diversity and Inclusion Policy”, we are committed to developing our staff’s ability to share and communicate behaviours that are designed to support sustainable growth through respect for diversity and the spread of a culture of integrity. Our efforts are directed towards valuing our personnel and strengthening their skills and capabilities, providing models to develop their career paths and promoting information and training activities.

This policy is inspired by the Sustainable Development Goals set out in the 2030 Agenda, to which Italy is a signatory and which is relevant to managed businesses. Our commitment to achieve them is formalised in the Sustainability Plan, which represents our strategic vision on sustainability and links our strategic, operative and target objectives to the SDGs and material topics.

To make a concrete contribution to achieving these commitments and the SDGs, we undertake to:

- ensure that this company policy is supported at every level of the organisation and that every department works towards reaching the targets set;
- ensure that applicable laws, rules and regulations, the provisions that the company has voluntarily adopted, and all client requirements are applied and respected as a prerequisite and as a key corporate priority;
- adopt zero tolerance of any type of corruption in any form or manner;
- guarantee open dialogue with stakeholders and Public Authorities, and maintain transparent partnerships with suppliers, universities, trade associations and local communities;
- make products that comply with the highest qualitative specifications, using carefully chosen raw materials and pursuing a policy that entirely rejects GMO products;
- improve management of our impact on the environment, basing our behaviour on the principle of preventing and minimising risk;
- sustainably manage energy, water and other resources, optimising the use of these materials;
- improve production processes to reduce waste and inefficiencies (pollutant emissions, water and energy consumption, waste);
- achieve CO₂ equivalent emissions reduction targets validated by the Science Based Targets initiative (SBTi);
- strengthen our collaboration with growers’ organisations, both to favour long-term cultivation contracts and to promote tools and solutions for the sustainable use of pesticides, conservation of biodiversity, the reduction of waste and to improve efficiency in agricultural management;

- promote sustainability in the value chain from procurement to production;
- maintain high levels of food quality and safety by adopting a food quality and safety management system;
- improve performance in the areas of energy, worker health and safety and the environment;
- encourage the use of sustainable packaging, as described in the “Sustainable Packaging Guidelines”;
- support the circular economy, contribute to local growth and strengthen ties with local communities;
- strengthen collaboration with non-profit organisations;
- improve employee enhancement processes through training programmes, performance assessments and career path development;
- protect diversity and promote equal opportunities;
- monitor the targets set in the Gender Plan;
- strengthen the culture of sustainability;
- engage in dialogue with stakeholders, encouraging their involvement and the integration of their requests into corporate strategy and objectives;
- promote the best possible working conditions, safeguarding the health and safety of all those that work on company sites, preventing work-related injuries and ill health;
- guarantee continuous improvement in the occupational health and safety management system, in compliance with legal and other requirements, in eliminating hazards and reducing health and safety risks, actively involving workers through their representatives;
- create a framework to establish targets in the areas of occupational health and safety and environmental and energy performance;
- reduce emergency situations to the greatest extent possible and plan appropriate measures for every type of incident;
- oversee business processes using appropriate monitoring and control tools, and by planning and carrying out audits.

APPLICATION AND MONITORING

The La Doria Group delivers on its commitments by defining strategies, providing resources to guarantee continuous improvement and the achievement of expected outcomes, involving its workers and their representatives, and analysing risks and opportunities, considering the context and the needs of all the parties involved.

This Policy was approved by the Senior Managers of the certified Management Systems, then by the Board of Directors at its meeting on March 28, 2025.

This Policy applies at all La Doria Group sites and those of Italian Group companies and is in line with all of the Group’s other Policies and Guidelines on Sustainability.

The scope of management systems is research, design, development and production of canned food, sauces and condiments, pasta, soft drinks and self-produced tin packaging.

For the subsidiary LDH (La Doria Ltd), this document represents a guideline with which stakeholders are required to comply.

The Company undertakes to enact and update this Policy, communicate it to all personnel, third parties operating within the company, and stakeholders, ensuring that it is regularly monitored, including as a means to promptly identify the need to update it.

Angri, March 28, 2025