QUALITY AND ENVIRONMENT POLICY

GIORDANO POULTRY PLAST S.p.a. was founded in 1962 by Giordano Osvaldo and is still managed by the Giordano family today, thanks also to the presence of their children, who hold administrative and commercial management roles.

Since the beginning the company has been dedicated to and specialized in the poultry sector and has focused its production on a material with innumerable qualities: plastic.

Livestock farming is the cornerstone of the group's business, and through its commitment to growth and the constant pursuit of new ideas and solutions, it has created a broad and comprehensive global production and sales organization.

Specific expertise on the use of materials has developed, especially in recent years, a significant network of commercial relationships with other large, leading companies in the sector, operating not only in livestock farming but also in all related activities.

Design, research, and development are constantly evolving elements that the company focuses heavily on to improve and continually offer cutting-edge solutions, thus creating high-tech plastic products and components, as well as producing equipment for veterinary livestock, which has led to further recognition of its expertise and reliability.

In order to maintain a leading position in the sector and, at the same time, remain competitive in a context of changed market conditions, where competition is strong, GIORDANO POULTRY PLAST S.p.a. feels the need to further optimize and improve the activities of its Organization. It does so by maintaining the **UNI EN ISO 9001:2015** Certification, subject to official recognition by a third party body to verify the effectiveness of its Management System, and with the implementation of an Environmental Management System, according to Standard **UNI EN ISO 14001:2015**, aimed at regulating, establishing procedures and monitoring all existing environmental aspects related to compliance and sustainability.

The transformations required to address the above-described scenario have affected, and will continue to affect, all sectors of the company and all affiliated companies and subsidiaries of GIORDANO HOLDING Srl. The aim is to improve efficiency, resulting in the expansion and upgrade of the Quality and Environmental System to make it streamlined and effective, focusing on certain aspects deemed strategic for the company. These are: customer satisfaction, innovation, presence on international markets, attention to environmental aspects and impacts, and the strengthening of computerization to optimize organization and order management, and to monitor the progress and the achievement of established objectives.

In this historical period, it is increasingly difficult to grow alone, so with a view to continuous development, GPP avails of connections with other companies in the sector, such as the multinational Sanovo (Denmark), Indiv (for Central and South America), Gi-Ovo (a Dutch subsidiary) dedicated entirely to the egg market and MSD for the livestock vaccination sector.

The support of these large companies brings added value in terms of market consolidation and expansion.

For this purpose Management has established some **objectives** which must be addressed to ensure the growth of the company, today and in the future, such as:

- meeting customer needs, particularly in terms of product customization and timely deliveries, while maintaining a high level of quality and professionalism, providing a turnkey product, and providing after-sales assistance;
- the computerization of company processes, aimed at simplifying and optimizing resources, improving the management of monitoring, periodic checks, data collection and the processing of feedback to be used in the Annual Management Review;
- continuing to pursue our commitment to evaluating and selecting suppliers and external collaborators, with a view to creating working relationships based on mutual collaboration, to ensure the reliability and quality of supplies, maintaining and strengthening the Purchasing Office's skills regarding the supply of raw materials, with particular attention to the chemicals and raw materials used in the production process dedicated to food contact material **(M.O.C.A.);**
- establishing procedures and methods of control and traceability in the production process of **M.O.C.A. articles**, to guarantee the hygienic safety of its food contact products, by adopting a Good Manufacturing Practices (GMP) system, compliant with EC Regulation 2023:2006 and involving all relevant operators in the production cycle, also with dedicated training sessions;
- establishing procedures appropriate to the nature, size and activities carried out by the Organization, aimed at measuring, managing and monitoring any environmental impacts in terms of risk assessment and emission control, towards ever-improving environmental sustainability;
- implementing actions that pay attention to the exploitation of energy and water resources, optimising and, where possible, reducing energy consumption with the use of renewable and alternative sources, and water consumption, optimising systems for the fair extraction of groundwater, reducing any waste;
- optimizing preventive and predictive maintenance planning and interventions, in order to improve the efficiency and functioning of machinery and systems;
- establishing suitable procedures for the correct management of waste, in accordance with legislative requirements and for the optimization of production processes, to limit production waste as much as possible and therefore reduce the quantity of processing waste;
- maintaining and expanding prevention and monitoring activities related to the management of risks relating to health and safety at work, and to the environment, in compliance with applicable legal requirements and other requirements that the Organization observes;
- joining the **WHP** (**Workplace Health Promotion**) programme of the Piedmont Region, in collaboration with the Local Health Authorities, for the promotion of health in the workplace, to raise awareness among workers on **healthy lifestyles** and involve them in prevention initiatives and interventions that make them knowledgeable actors in a path of **global health protection**. Therefore the commitment to offer its employees opportunities to improve their health by reducing general risk factors and in particular those most implicated in the onset of chronic diseases;
- committing to continuous improvement and to meeting the requirements specifically defined by the reference standards in terms of Quality, Environment, Safety, Moca;
- committing to ensuring that this Policy is effectively documented with measurable objectives, implemented, maintained active, communicated and made accessible in an understandable form to all people working within the Organization, or on behalf of it and to all stakeholders;
- periodically reviewing the Policy to ensure its continued suitability and application;
- assessing the significance of environmental aspects and impacts, as well as risks to worker health and safety, and incorporating the results into the definition of company development plans and their subsequent implementation;
- training and raising awareness among all internal staff regarding compliance with its principles and working methods, so as to foster the right involvement and collaboration, with the aim of continuously improving operations and competitiveness;
- committing to defining fair working conditions for all levels of the company, with career management and professional growth plans, investing in the meritocracy of human resources within the workforce.

To achieve the above-mentioned objectives, Management deems it necessary to operate by pursuing the following **strategies**:

- continuously upgrading the organization to ensure its flexibility, also by collaborating with experienced and continuously monitored suppliers to maintain constant control over supplier performance, especially for outsourced activities;
- increasing the level of professionalism of its staff, ensuring an adequate level of instruction/training, through the development of specific plans and promoting professional growth;
- developing Improvement Plans that report, year by year, the detailed activities that must be implemented in order to achieve the objectives set out above;
- scheduling meetings to inform and, above all, engage staff in company activities and decisions, fostering collaboration, encouragement, and motivation, with the goal of continually improving performance in terms of personal satisfaction, merit, and productivity.
- drawing up an annual Quality and Environmental Management System Improvement Program to highlight the improvement objectives, the means to achieve them, and the indicators to verify their achievement, with attention to environmental sustainability aspects.

Management, aware of the commitment required from the entire company to achieve the set objectives, but equally confident that no one will fail, guarantees the necessary support both in terms of participation and appropriate investments, which have already been initiated and are still ongoing. GIORDANO POULTRY PLAST S.p.a. is committed to communicating its Quality and Environmental Policy to company employees, contractors and all interested parties.

Caraglio, 31/10/2025

The Management

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