

CORPORATE POLICY OF NOEL ALIMENTARIA, S.A.U.

The company's corporate policy is defined and implemented by the General Management, who are responsible for its development, implementation, regular updating as well as demanding and ensuring that it is complied with. For that purpose, it establishes, declares and undertakes to respect the following principles:

- To assure client and consumer satisfaction, fulfilling their expectations regarding the quality of the products and services that we offer them.
- To guarantee the safety and quality of the food products that we produce.
- To promote a culture of food safety that enables the prevention and detection of deviations in any process affecting the safety, quality and legality of its products.
- To implement and maintain a system of continuous improvement in the production processes of our products, the service to our customers, health and safety conditions at work and our commitment to the environment.
- To establish all necessary measures to guarantee that all integrity claims that Noel Alimentaria, S.A.U. makes on its packaging correspond to what is declared, are legal and can be verified.
- To train, sensitise and involve all staff in quality, food safety, environmental safety and occupational hazard prevention.
- To constantly improve our processes by encouraging the involvement and exercising of responsibility of the people involved.
- To comply with the Code of Ethics of Noel Alimentaria, S.A.U. and with the legal requirements which apply to our activities, as well as any other voluntarily adopted requirement signed with our clients.
- To cooperate with and encourage our suppliers to improve their processes with regard to quality, safety, the environment and society.
- To comply with the ETI (Ethical Trading Initiative) code, the purpose of which is to identify, develop and promote good practice with regard to the implementation of labour practice codes and occupational health and safety.
- To promote and introduce social initiatives to improve living conditions, encourage equal opportunities in the workplace regarding gender, and promote the integration of employees.

- To motivate every employee in the company and encourage teamwork.
- To respect and commit to society and the environment and move forward in line with the principles of sustainable development.
- To plan our activities to ensure the protection of the environment via the prevention of pollution (minimising and recovering waste, as well as reducing emissions) and the mitigation of and adaptation to climate change.
- To make use of the best available technologies in our facilities to allow for the most efficient use of resources and to align the organization's processes with the principles of the circular economy.
- To establish smooth channels of communication with all our stakeholders to communicate all the principles contained in this policy.

All the principles included in the corporate policy constitute the framework of reference for establishing measurable objectives which are aligned with the strategy and context of the organisation, and are explained at all levels of the company, via briefings and the distribution of documents.

Sant Joan les Fonts, 26 January 2024