

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 sets out, declares and undertakes to respect the following principles:

- To ensure the quality, food safety, integrity and legality of the products manufactured, enabling the prevention and detection of deviations in the production process.
- 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 develop and continuously improve a culture of food safety and quality.
- To comply with the code of the ETI (Ethical Trading Initiative), the purpose of which is to identify, develop and foster best practices with regard to the implementation of labour practice codes and occupational health and safety.
- 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 train, raise awareness and involve the entire company staff in quality, food safety, environmental safety and occupational hazard prevention, fostering teamwork.
- To implement and maintain a system to continuously improve the production processes, the service to our customers, occupational health and safety conditions and our commitment to the environment.
- To constantly improve our processes by encouraging the involvement and exercising of responsibility of the people involved.
- To assure client and consumer satisfaction, fulfilling their expectations regarding the quality of the products and services that we offer them.
- To respect and remain committed 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 foster and introduce social initiatives to improve living conditions, encourage equal opportunities in the workplace regarding gender, and promote the integration of employees.
- To cooperate with and encourage our suppliers to improve their processes in relation to quality, safety, the environment and society.
- To establish smooth channels of communication with all our stakeholders to communicate all the principles contained in this policy.

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

Albert Boix and Xavier Boix
General Managers
Noel Alimentaria, S.A.U.
Sant Joan Les Fonts, 23 January 2025