



INTEGRATED MANAGEMENT POLICY

Our company, named **Gusto Dairy S.A.** produces, packs and distributes dairy and similar products.

Our general objectives are:

- **to provide products that conform with in the quality and safety specifications and the contractual and regulatory requirements**
- **to provide products while conforming with in the regulatory environmental requirements**
- **to provide products while conforming with in the regulatory occupational health and safety requirements and committed to develop and manage our social responsibility and labour conditions**
- **to improve our food safety culture**

To accomplish our general objectives, we:

- ✓ have adopted and implemented an integrated management system based on ISO 22000, IFS and BRC standards' requirements which apply to all processes, products and services
- ✓ set specific measurable key performance indicators for all processes in the terms of quality and food safety, environment, occupational health and safety and social responsibility
- ✓ implement control methods, monitoring and measurement of processes
- ✓ provide the necessary resources for the smooth, efficient and effective implementation of the objectives
- ✓ invest in continuous training, information, education and awareness of our people on our general objectives
- ✓ encourage suppliers / subcontractors, affiliates to promote their work while respecting our general objectives

Especially, in order to protect and secure employees' basic rights, working conditions, and to enhance worker-manager communication, we:

- ✓ are committed to ensuring child labour is not used, and a remediation plan has been defined for use in the event such a case ever arises. The policy and plan are effectively communicated to workers, any workers below the legal minimum age who ask to work, and their families.
- ✓ are opposed to take or threaten to take any negative action on any of a workers' wage, benefit, property or documents to compel the workers' labour. The company does not encourage any physical harm and/or under debt bondage, that is, demanded as a means of repayment of debt. The voluntariness of workers' labour is protected in our company.
- ✓ recognize that the management is the responsible party in managing workers' health and safety. There is a planned and systematic approach to implement the health and safety policy through an effective health and safety management system. Risk assessment methods are used to decide on priorities and to set objectives for eliminating hazards and reducing risks. Performance standards are established and used for measuring achievement. All staff is motivated and empowered to work safely and to protect their long-term health, not simply to avoid accidents.
- ✓ allow the workers to form, join and organize any trade union they choose, free of any form of interference from employers or competing organizations set up or backed by the employer. The company participates in "voluntary negotiation" between employers and organizations of workers in order to establish "the regulation of terms and conditions of employment by means of collective agreements".
- ✓ are committed to ensure equal and respectful treatment for all personnel in all matters. Personnel are hired only on the basis of their job-related competence, attributes, or skills. They are not be penalized or treated in any different manner due to bias. Employees are employed, trained, promoted, and compensated solely on the basis of their job performance. They are free from all types of verbal, physical, and sexual harassment and other discriminatory practices.
- ✓ recognize that disciplinary measures are necessary for maintaining orderly operations but such measures should be to enable to promote a high standard of employee conduct and performance, not to punish, humiliate, or intimidate.
- ✓ try to limit the widespread abuse of working hours, particularly overtime. The overtime hours are genuine and voluntary.
- ✓ believe that we offer the "living wage" which enables workers, for their labour during a standard workweek, to support half the basic needs of an average-sized family, based on local prices near the workplace. In case that the above condition is not succeeded a step-by-step approach will be implemented in order to improve.

Adopting the principle of continuous improvement of the management systems we recognize and reward teamwork and individual effort, invest in people and respect our customers.

Our policy is communicated to all interested parties and we invite them to stand helpers in our efforts.

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Signature date: 29/12/2021
Managing Director
Sofia Sachinidou

For the company
Sofia Sachinidou,
President & CEO