

Corporate food safety policy

The Berlin Packaging Group develops and markets glass, plastic and metal packaging and related closures and accessories for various sectors, including the food industry. Its target audience includes large international industries, subsidiaries of multinational companies and small and medium-sized enterprises, including semi-craft enterprises.

In order to protect the end consumer and effectively manage business relations, it is necessary to proceed with the adoption of a food safety policy (the "Policy") by all EMEA companies of the Berlin Packaging group, i.e. all those companies controlled, directly or indirectly, by Berlin Packaging Europe S.p.A. (collectively, "Berlin Packaging EMEA").

The main commitment is to food safety, which is embodied in the marketing, storage and distribution of safe, legal and authentic products that comply with current food hygiene regulations.

Our commitment is to **convey this message to all stakeholders** as part of a more general service aimed at customer satisfaction.

Customer satisfaction has top priority in our corporate mission, with the full involvement of staff at all levels, always taking into account the commitment to meet food safety requirements.

The aforementioned commitment is implemented and maintained through the continuous updating of standards, the timely adaptation of company prerequisites and existing management systems to the requirements of standards (voluntary and legal) and customers, and the deployment of resources with appropriate and trained skills.

Food safety is implemented and maintained through the application of a risk assessment system according to the HACCP method and traceability, with the involvement of all internal and external functions, as well as the adoption of a management system in accordance with the voluntary international standard IFS Logistics, FSSC 22000, BRCGS Storage & Distribution and BRCGS Agents & Brokers Current Edition.

Berlin Packaging EMEA is also committed to maintaining a correct relationship of **collaboration and information with its customers** to ensure they **always receive a product that complies with current and voluntary regulations**, the utmost punctuality in deliveries, and timeliness in providing the required assistance in order to build a relationship of trust to guarantee food safety.

That is why **we pay special attention to the selection of suppliers** and, above all, we try every time, if possible, to sign exclusive agreements with them.

Today, the Berlin Packaging group represents an experienced and internationally renowned company in Italy and abroad. This not only offers undoubted commercial advantages, but also enables us to guarantee our customers both quality and hygienically safe products.

Therefore, **Berlin Packaging EMEA considers it important to pursue the following specific objectives:**

- Ensuring *the safety of its products*, through the proper management of supplier selection activities;
- Maintain effective *communication with all suppliers*, to extend food safety objectives to them and at the same time monitor them to ensure that they meet regulatory and customer requirements;
- Maintain effective *communication with all customers*, in order to pursue the same food safety objectives, including in relation to legislative and general improvement requirements;
- Maintain effective *communication with all stakeholders* to ensure a continued commitment to food safety;

- Meet expectations and continuously pursue *food safety culture* with all stakeholders;
- Consolidate the *technical, legislative and safety skills* of managers through the adoption of training and information programmes that develop the same skills and increase the awareness of managers and all personnel in general;
- Pursue *continuous improvement* of the internal organisation in order to *ensure food safety and the quality* of the product/service provided;
- Adopt systems to safeguard the environment that lead the company towards a policy of *environmental sustainability* in terms of low-impact products, waste and recyclability of products;
- Develop a vulnerability assessment plan and define mitigation procedures through *Food Fraud and Food Defence* plans based on risk assessment;
- Maintain a high level of *information* within the organisation about *scientific, ethical and legal product developments*;
- Taking care of the corporate image on the market;
- Consolidate and further penetrate its market with the aim of being a market leader;
- Increase the organisation's level of effectiveness and efficiency as a response to the business needs of its customers;
- Search the world for new products that can be brought to market first.

In order to achieve, maintain and monitor the above objectives, Berlin Packaging EMEA implements the following activities:

- *It annually draws up a detailed "Objectives Plan"* in accordance with the following Policy, which is a document in which the following are defined for each area: the objectives, the persons responsible, the parameters for measurability, through the indicators it aims to achieve;
- *It promotes meetings*, with the aim of keeping up-to-date on product safety and legality issues;
- *It periodically reviews the food safety system* to prevent possible risks and at the same time to verify the effectiveness of the measures taken;
- *Checks the progress of non-conformities and customer complaints.*

Management is committed to the achievement of these objectives through constant monitoring of resources so that they systematically apply the procedures and work instructions incorporated in the management system.

Policy Communication

The EMEA senior leadership team is committed to the dissemination of the policy through meetings or individual communications to each employee, with constant involvement of the various functions concerned in the analysis of company activities and the drafting of procedures, always with reference to the policy and objectives.

The EMEA senior leadership team is committed to conveying the spirit of the company to its employees with the aim of getting them to actively participate in the management system (both in drafting and implementation) in the conviction that this is the best path to business success.

It is essential that employees feel involved in the choices and that they share them, in order to achieve a feeling of both individual and group pride in their work.

In this way, an awareness of the importance of each of the tasks entrusted emerges without the need for further prompting.

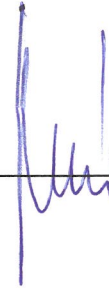
The EMEA senior leadership team aims to ensure that it is understood, implemented and supported at all

levels of the organisation and at all times.

All personnel, according to their competencies and roles, assume responsibilities for the implementation of the Policy, in line with the information received.

Date: 19.03.2024

CEO EMEA Signature

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