



## QUALITY, FOOD SAFETY, AND SUSTAINABILITY POLICY

Mod. POL-01  
21/12/2021

**Azienda agricola Luigi Rubino** considers innovation and internationalization as strong growth drivers, rooted in the solid foundations of traditional Italian capabilities and the robustness of its rigorous approach to quality, health, safety, and the environment, free from compromises and marked by the highest level of transparency.

**Azienda agricola Luigi Rubino** produces high-quality and safe products while pursuing environmental sustainability and ensuring the health and safety of its workers. The company's activities are part of a comprehensive project related to the development of a culture and awareness of quality, safety, food safety, and sustainability, involving all company stakeholders to deepen the knowledge and awareness of those who influence the quality of the company's products and customer satisfaction.

To further improve the internal management system and considering the company's commitment to sustainability, defined as "a process of change whereby the exploitation of resources, the direction of investments, technological development orientation, and institutional changes are made consistent with future needs as well as current ones," **Azienda Agricola Luigi Rubino** adopts an integrated approach to sustainability based on three pillars:

- Social: the ability to ensure human well-being (human rights, labor practices, fair operational practices, consumer protection, community involvement and development, cultural quality, and product and consumption safety).
- Environmental: the ability to maintain the reproducibility of resources.
- Economic: the ability to generate income and employment.

The commitment is shared with all stakeholders in the supply chain, in addition to the commitment to employees, ensuring the promotion of a decent standard of living and a growth plan over time.

**Azienda agricola Luigi Rubino's** food safety policy involves identifying and managing risks associated with its products through appropriate processes, procedures, and practices to ensure an adequate level of safety for people, animals, and the environment.

The company commits not to purchase, introduce into the process, or sell products not recognized as safe. Furthermore, it commits to ensuring the hygiene, quality, and safety of its products through the active participation of staff and assigning the management the ultimate responsibility for the quality and food safety of the products marketed. The company commits to identifying, eliminating, or managing any possible risks associated with its products and activities.

In accordance with this policy, **Azienda agricola Luigi Rubino:**

- Commits to providing products that meet customer specifications in every circumstance.
- Considers its suppliers as an extension of its own business and works towards



Mod. POL-01  
21/12/2021

them sharing its commitment to the quality and food safety of products.

- Takes into account customer expectations regarding the finished product at the time of purchasing raw materials or materials.
- Commits to pursuing continuous improvement in the effectiveness of the Quality and Food Safety System.
- Ensures that this Policy is disseminated, understood, and shared at every level of the company, as well as communicated to customers, suppliers, interested third parties, and periodically reviewed.
- Commits to acting in accordance with all applicable laws and regulations.
- Commits to subjecting products, packaging materials, and raw materials to continuous evaluation and verification to ensure the safety of final consumers and the employees and customers of the company.
- Provides information on the quality and food safety of products, disseminating relevant information to the public, customers, internal staff, and competent authorities.
- Commits to periodically reviewing processes to identify any possible risks that may affect the food safety of the product and implementing precautions and control measures in the stages of purchase, storage, handling, and production of products, following the principles of HACCP and the Codex Alimentarius.
- Commits to disseminating these control measures to internal staff, customers, and other involved parties through appropriate training and information actions.
- Commits to defining objectives at various levels of responsibility and for various business processes, consistent with the policy for quality and food safety and as an expression of the policy itself (we monitor customer satisfaction together with the periodic development of objectives and formal plans for their achievement).
- Commits to enhancing and developing the skills of the personnel.
- Commits to promoting and disseminating the culture of food safety at all levels of the company.
- Controls the entire production cycle carefully and implements measures for environmental protection that are socially fair and economically sustainable.



Mod. POL-01  
21/12/2021

Ensure respect for the rights of its employees and the application of key ILO (International Labour Organization) standards, as also defined within our Code of Ethics, particularly ensuring:

- Rights and remuneration that reflect the promotion of a decent standard of living and a plan for growth in terms of wages, equity in wages, salary levels, their composition, changes over time compatible with the economic development of the company,
  - Freedom of association;
  - No employment of child labor or young workers;
  - Absence of any form of discrimination at every stage of the employment relationship - starting from selection - and in no form;
  - Respect for human rights, ensuring freedom of work and combating any form of forced or compulsory labor;
- 
- Ensure integrity in carrying out activities, combating all forms of corruption and fraud at all decision-making and operational levels;
  - Ensure privacy and data security management in compliance with legislative provisions to ensure the security of the data itself.

With particular attention to agricultural activities, the company also ensures the cultivation of lands according to principles of resource preservation and environmental respect.

Management  
Luigi Rubino

---