



OUR SOCIAL AND ENVIRONMENTAL RESPONSIBILITY POLICY

Dalter Alimentari recognises the importance of the ethical principles of social and environmental responsibility and for this reason, the Company management is committed to guaranteeing that all company activities take place in accordance with the following principles and in compliance with all the applicable regulations in force.

- Compliance with the law
- Respect and value for the individual
- Environmental protection
- Company reputation and reliability

COMPLIANCE WITH THE LAW

Dalter Alimentari undertakes to conduct its business in accordance with current international, European Union and national regulations, rejecting attempts at extortion and corruption, deception and fraud, and in general any illegal practices. All employees are therefore bound to respect the current standards; under no circumstances it is permitted to pursue or carry out the company's interests in breach of the law.

RESPECT AND VALUE FOR THE INDIVIDUAL

Dalter Alimentari acknowledges respect towards the individual as a basic principle of its Policy, and for this reason it promotes respect for the physical and cultural integrity of the individual and respect for the relationship dimension with others. It guarantees working conditions that respect the dignity of the individual within healthy and safe work environments. The company gives value to the skills of its resources, using training tools and courses in continuing professional development (See paragraph 1.6).

With this Policy, the Company specifically defines:

- its rejection of infant and child labour;
- its rejection of forced labour;
- its refusal of practices that might infringe human rights, such as discrimination (based on gender, race, language, religion, political opinions and personal and social conditions), disciplinary procedures that provide for corporal punishment or forms of mental coercion, and human trafficking;
- its respect for the basic principles of health and safety in the workplace;
- its support for freedom of association and the right to a collective contract

The Company also undertakes to collaborate with partners (in whatever capacity) who share these values: it undertakes to break off relationships with those collaborators who demonstrate that they are not sensitive to the above themes; finally, it undertakes to deplore and sanction any behaviour considered by its employees to contravene these basic principles.

ENVIRONMENTAL PROTECTION

The Company's historical link with the surrounding territory, deriving from the link that dairy products have always had with the area where they originate, means that environmental protection is an inspiring principle for business at Dalter Alimentari. A first step in this direction is to involve Human Resources and sensitise them to the need for gradually reducing the impact of industrial activity on the surroundings, so that this principle should be an asset generated by the





company's culture and skills, and to the safe and responsible use of resources such as water and energy during daily working activities.

In defining its policies for economic and technological development, the Company management also considers it important to evaluate accurately the environmental impact, as well as to invest in systems that enable energy savings and a reduction in pollution.

The following are some examples:

- the nitrogen used for packaging in a protective environment is produced internally and not purchased, with the consequent reduction in heavy road vehicle traffic
- the asbestos that was present on the roof of the premises has been replaced with insulated aluminium, providing greater insulation with the consequent reduction in energy and gas consumption for the heating and air conditioning plants
- systems for controlling water use (with photocell or timed disconnection) have been installed, to give considerable reductions in waste
- lights with presence-sensing devices have been installed in the service areas, with consequent energy saving
- the internal staff is instructed and trained on the responsible and safe use of resources in the company
- separate waste collections of paper and plastic are carried out
- high-output boilers are used
- in the office area there is a double air conditioning system, with both a high-output, centralised plant and separate conditioners with inverters in the individual offices, equipped with thermostat and auto shut-down timer for Sundays and bank holidays
- the pumps for creating vacuum packs and the blowers are equipped with inverter, thus reducing energy consumption
- in the system for purifying the water used for washing the moulds, the evaporation technique has been chosen over other less efficient systems in terms of quality of the purified water
- research into the discharge of emissions into the atmosphere (according to Italian Legislative Decree 152/06) is being carried out.

COMPANY REPUTATION AND RELIABILITY

For Dalter Alimentari, its reputation and reliability, acquired over 35 years of work and constant growth, comprise valuable intangible resources to be preserved and safeguarded. The Company considers that good reputation and reliability can favour both internal and external relationships – with customers, suppliers and public institutions; in addition, they stimulate and promote Dalter's profitable development on the markets. All its employees, therefore, must refrain from any behaviour that might damage the reputation and reliability of Dalter Alimentari and, on the contrary, undertake to improve and safeguard them. For this purpose, the Company management undertakes to instil into its employees the pride and the spirit needed to enhance this image, so that they will make a solid contribution to the image of excellent "Made in Italy" products throughout the world. This Social and Environmental Responsibility policy is brought to the attention of all interested parties by being displayed on employee notice boards. The management also undertakes to make available all the resources necessary for implementing, maintaining and reviewing this Policy.

