

HEALTH AND SAFETY MANAGEMENT POLICY

The company Gusto Dairy SA is active in the production of non-dairy products, cheese substitutes and vegan products.

The general objectives of **Gusto Dairy** are:

- to provide its customers with products that fully meet their contractual requirements, comply with the relevant legislative and regulatory requirements and achieve its quality objectives including the food safety objectives it offers
- to improve the food safety mindset
- to provide its customers with products respecting the applicable legislative and regulatory requirements related to its environmental obligations
- to improve its social responsibility and working conditions
- to ensure the uninterrupted supply of products to its customers and its sustainable development by being ethically and socially responsible

Regarding the achievement of its obligations for health and safety at work, the management of the Gusto Dairy company has defined and is considering the following pillars and has planned specific actions:

- 1. Compliance with Law**
- 2. Safe working environment**
- 3. Consultation**
- 4. Zero accidents**

Actions:

1. We comply with national laws and regulations and provide decent working conditions
2. We promote and maintain health and safety at work. We understand and control the health and safety risks associated with our activities.
3. We support social dialogue. Social dialogue includes negotiations, consultations and exchanges of information between employers and employees.
4. We adopt the "Safety comes first" policy, provide safety equipment and necessary training where necessary to prevent occupational diseases, accidents and emergency response.

In order to achieve the above, the management of the Gusto Dairy company:

- ✓ It has adopted a management system in accordance with the requirements of the ISO 45001 standard and fully implements the health and safety rules for work as indicated by legislation and the occupational risk assessment study,
- ✓ Provides the necessary resources for the seamless, efficient and effective implementation of its actions and goals,
- ✓ It invests in the continuous training, information, education and awareness of its executives in the general objectives of the company,
- ✓ Encourages its suppliers, partners, subcontractors to promote their work respecting the general goals of the company,
- ✓ Encourages and supports employee consultation.

Adopting the principle of continuous improvement, the Gusto Dairy company recognizes and rewards teamwork as well as individual effort, invests in people and respects the customer.

Gusto Dairy has communicated this effort to all its employees, suppliers, partners, subcontractors and customers and invites them to support its work.

Date: 1/9/2023

For the company
Sofia Sachinidou

CEO