

Virto Group Management Policy

The integration of Quality, Food Safety, the Environment, Energy Efficiency, Sustainability, HR Management, Occupational Risk Prevention, and Business Continuity Management in our processes is the strategy that guides our business management.

Our management of these processes is appropriate to our corporate purpose and is geared towards all stakeholders (internal and external), always in strict compliance with current legislation and including the company's own environmental standards (covering their nature, magnitude and environmental impact), efficient use of energy, Human Resources, Occupational Health and Safety and especially Food Safety.

The proximity between our production centres and the raw materials allows us to guarantee supply quality and swift processing of these materials. The packaging factory - equipped with modern technology - mixes, packages and packs the products originating from the different centres with the maximum health guarantees.

Our customers' satisfaction with the product we supply according to their specifications and our agile service adapted to their needs will ensure our survival and continued growth.

Virto Group's Management declares its commitment to:

- Producing safe, legal and authentic products that fall within the specified quality.
- Assuming our responsibility towards our customers.
- The continuous improvement of the products and processes of our management systems as well as their performance.
- Protecting the environment (including prevention of pollution).
- Fulfilling all specific commitments pertinent to the Virto Group's area of business.
- Acquiring energy-efficient products, equipment and services.
- Providing safe and healthy work conditions to prevent work-related injuries and damage to health in accordance with the specific nature of current risks and opportunities with respect to this situation.
- Increasing the level of health and safety protection for workers (eliminating dangers and reducing risks).
- Increasing the satisfaction of all stakeholders.
- Managing business continuity, allocating the necessary technical, financial and human resources.

Furthermore, management periodically sets and reviews objectives and goals that are measurable and consistent with this policy.

Our company considers the commitment of its entire team and its creativity and professionalism to be fundamental. For this reason, the company will make various resources available to workers, promoting awareness of and adequate participation in the management of Quality, Food Safety, the Environment, Energy, and Labour Safety and Health Prevention.

Management is committed to integrating Corporate Social Responsibility into its daily management and business strategy, complying with and encouraging its providers to comply with the legal requirements for hiring, pay, work and life balance, freedom of association, equal opportunity, internal promotion and ongoing training.

Our company, with its international outlook, adheres to the principles of the United Nations Global Compact, including the protection of Human Rights and guarantees the acknowledgement of Collective Bargaining, continuously supporting the eradication of any form of forced labour, child labour, the abolition of discrimination in employment and occupation, and the elimination of any form of corruption.

The company is committed to promoting and supporting any initiative that leads to the improvement of living conditions and the cultural development of workers and their social environment through donations, charitable actions, involvement in the community and sensitivity to local customs and cultures.

Date: August 2019

Signed:

