

CANTINERIONDO SpA	COMPANY POLICY	Rev 07
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Cantine Riondo's mission is to offer its customers and consumers wines from its territories, enhancing the work in the vineyard of the approximately 2000 members of Collis Veneto Wine Group Scac to which it belongs.

The fundamental principles which Cantine Riondo is inspired by are:

- producing and placing on the market safe, healthy products, compliant with the relevant legislation of the sector;
- improve customer satisfaction through the clear identification of their needs to be translated into technical, hygienic requirements and precise commercial commitments;
- respect the sales promises made by the sales network;
- pursue the continuous improvement of processes and products, including through the involvement of suppliers, in order to ensure full customer satisfaction, cost optimization, safety of personnel and the working environment;
- investing in lasting and sincere relationships with all stakeholders trying to spread ethical principles more and more to the entire supply chain;
- promote an active relationship with the surrounding area through community support actions and minimizing environmental impacts;
- guarantee the safety of workers, following and updating its system on the basis of the dictates relating to the prevention and protection of the workers themselves;
- ensure respect for workers' rights, guaranteeing the absence of child labor, forced and compulsory labor and any form of discrimination and promoting freedom of association, professional growth, equal opportunities;
- guarantee a correct and dignified remuneration and working hours consistent with the requirements dictated by the national collective labor agreement applied in the company;
- spread awareness of teamwork and a culture of safety among staff in order to increase the spirit of collaboration, responsibility, professional growth and the sharing of a common project aimed at preserving the authenticity and legality of the product;
- promote sensitivity to environmental aspects, participating in projects related to sustainability through the enhancement of innovative and eco-sustainable strategies;
- promote the reduction of consumption and good practices in the management of waste and non-reproducible resources;
- define investments aimed at improving environmental sustainability performance as a balance sheet item;
- develop a corporate communication policy to all those who have relations with the company such that it strengthens the image of the company itself;
- promote research and development of new products, through a consultancy policy towards its customers, in order to diversify the commercial proposal by increasing the company added value.

Cantine Riondo Spa is inspired, in all its activities, by founding ethical principles and promotes the values of the quality of life while respecting the environment and man. For this reason it has developed and applied a Corporate Social Responsibility System consistent with the Equalitas SOPD Rev.4 standard.

As part of these strategic lines of development based on the principles of Total Quality, aimed at maintaining the avant-garde position reached on the markets and guaranteeing the maintenance of a full competitive capacity over time, Cantine Riondo Spa maintains an active program of constant improvement of the Integrated Business Management System:

- in order to guarantee the protection of the products, a security and food defense management system is kept active to protect the production site from any acts of sabotage and / or intentional attacks that could damage the quality and safety of the products, which is implemented through the implementation and application of

procedures for the management of personnel, visitors, contractors and for the management of vulnerable areas. Everything concerning the safety of the production site is dealt with both as a Policy and operationally;

- the adoption of a system that favors preventive actions and internal investigations to protect the safety and health of workers, in order to significantly reduce the likelihood of accidents, injuries, illnesses or other non-conformities;
- at least an annual review of the Policy and Objectives and the implementation of the Integrated Management System in order to achieve continuous improvement in the level of safety and health at work in the context of the activities carried out;
- the promotion of the "Culture of quality and food safety", extended to the entire Integrated System, through the dissemination of company values, established practices and constant staff training at all levels;
- the dissemination among the staff of the sensitivity to teamwork and the culture of safety in order to increase the spirit of collaboration, responsibility, professional growth and the sharing of a common project aimed at preserving authenticity and legality intact of the product.

To pursue its mission, the Company Management has established the following quality objectives:

- a) the improvement of customer satisfaction through the clear identification of customer needs to be translated into technical, hygienic requirements and precise commercial commitments;
- b) the supply of products that comply with these requirements, ensuring the customer an adequate delivery service;
- c) continuous improvement of processes and products, including through the involvement of suppliers, in order to ensure full customer satisfaction, cost optimization, safety of personnel and the working environment;
- d) obtaining the certification according to the sustainability standard Equalitas SOPD Rev.4;
- e) the development of a corporate communication to all those who have relations with the company itself such that it strengthens the image of Cantine Riondo Spa;
- f) the promotion of research and development of new products in order to diversify the commercial proposal to satisfy the different sales channels (GD / DO, HORECA);
- g) maximum enhancement of the vineyards and the work of the Collis Group's grower members, to which we belong and their involvement in the life of the company.

In order to pursue this Policy and the principles it inspires, the Company Management undertakes to comply with the Code of Ethics adopted in accordance with Legislative Decree 231/2001, to set improvement objectives to keep active a "management system for quality and food safety" in compliance with the requirements of the BRC and IFS standards, a "self-control system" based on the HACCP method, a "system of management of safety and health at work in compliance with Legislative Decree 81/08, a "sustainability system" compliant with the Equalitas SOPD Rev.4 standard, assigning adequate resources and carrying out periodic reviews to evaluate their effectiveness and efficiency and act the necessary corrective actions.

Monteforte d'Alpone, 09/05/2022

Cantine Riondo SpA
Gianfranco Gambesi
General Manager
(signed in Italian version)