

INTEGRATED SUSTAINABILITY POLICY

With over 50 years of history, CIRFOOD is one of the leading Italian businesses operating in the sectors of collective catering, commercial catering and employee welfare services for businesses.

The words that define our identity are Food, Culture and People: for us, food is not only nourishment but also tradition and innovation, health and well-being, ethics and responsibility. In one word: culture.

“Feed the future” is the vision that inspires our way of doing business and looking towards tomorrow. We have always been committed to nourishing the future with ideas and perspectives to guarantee the sustainable economic, environmental, social and cultural development of our society as a whole in line with the Sustainable Development Goals of the UN’s 2030 Agenda.

We are aware that the work we do entails great responsibility and sets as its primary objective the improvement of people’s quality of life and well-being, including through nutrition. For this reason, we work to make meals that are good, safe, nutritious and with a low environmental impact accessible to the whole of society.

CIRFOOD works to maintain and improve its market position, pursuing the sustainability of its business from an economic, environmental, social and cultural perspective, placing people at the centre and seeking customer satisfaction while respecting and ensuring the health of consumers and workers, service quality and transparency in communications.

To this end, CIRFOOD commits human and financial resources to:

- Operate in compliance with applicable regulations, with the requirements of the certifications that the company has voluntarily adopted (UNI EN ISO 9001, UNI EN ISO 14001, UNI EN ISO 22000, UNI EN ISO 22005, UNI CEI EN ISO 50001, SA 8000, UNI ISO 45001, Reg. EC 848/2018 Organic, UNI ISO 37001, ISO 14064-1, Family Audit, Reg. EC 1221-2009 EMAS) and with the commitments undertaken with customers and suppliers.
- Promote and safeguard full and productive employment.
- Not use child labour or forced labour and respect freedom of association and the right to collective bargaining.
- Minimise risks in order to ensure safe and healthy working conditions that prevent workers from possible injury and illness, aiming for the full satisfaction of its members and employees.
- Condemn all illegal conduct that may conflict with dignity or physical and/or moral integrity and counter all forms of discrimination.
- Apply the National Collective Labour Agreement fully and impartially to all employees, paying salaries and the related social security, welfare and insurance contributions on time.
- Contribute to the growth of well-being, equal opportunities and the development of people, including through work-life balance initiatives.

- Promote inclusive and accessible spaces and services, in particular for women and children, the elderly and people with disabilities, and guarantee the protection of maternity and paternity as well as of disadvantaged persons.
- Constantly reduce its environmental impact by implementing a circular approach to its products and services, limiting the consumption of natural resources and the production of waste, improving its energy performance, and promoting a culture of sustainability among its employees and stakeholders.
- Develop communication, training and education processes and promote dialogue, to ensure efficient and effective implementation of the integrated company system.
- Facilitate communication within the complex value chain in which it operates, involving suppliers, customers and other stakeholders.
- Ensure that the company policy and objectives remain appropriate to the company's capabilities and to the requirements of stakeholders and the market.

Management undertakes to:

- Assess and review this policy during the annual management system review.
- Ensure the availability of information and resources necessary to achieve the objectives.
- Communicate company guidelines to all stakeholders.
- Ensure that the provisions of this policy are implemented in day-to-day operations, promoting a culture of prevention and safety at all levels where CIRFOOD operates.
- Pursue the continuous improvement of its performance and operations.

Chiara Nasi

Presidente

