

2022 Global Integration Policy

February 2023

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Executive summary

We are Deoleo.

For centuries, our olive oil has held a prominent place in kitchens around the world. Using our knowledge and passion, we work to create quality olive oil and lead our industry toward a more sustainable future.

Everything we do is driven by a commitment to those who believe in our brands. Only by listening to our consumers and putting them at the center of what we do can we create products that enhance every meal.

But we offer more than just great taste. Our products and expertise go back hundreds of years and we know what it takes to produce safe, high-quality products. Behind our brands are legacy lands, a deep understanding of our raw materials and the assurance of lasting quality in every bottle. That's why our approach remains steadfast, using our unparalleled market knowledge and distribution network to offer authentic, expertly crafted olive oil.

After centuries of proud craftsmanship, today we look to the future. We empower farmers to create projects that promote prosperous livelihoods while preserving the environment. Meanwhile, we develop innovative products that contribute to a healthier and more balanced lifestyle for our consumers.

We are Deoleo. The olive oil company.

Why we exist.

Our purpose is to offer exceptional products that provide high quality, ensuring food safety throughout our value chain. We bottled vegetable oils and market sauces, vinegars, olives, and other products that have oil as a main ingredient.

Our vision is to drive olive oil toward a sustainable future. This starts with building strong partnerships with our suppliers to incorporate sustainable farming practices. We work closely with farmers, sharing our knowledge of olives to develop comprehensive solutions that promote their economic success while preserving and developing the land on which we all depend.

What we do goes much deeper than simply quality and taste.

Our leading product is olive oil, which contains one ingredient, and yet each bottle is the result of a long list of actions driven by passion and knowledge. Those actions include supporting and collaborating with the expert growers in each region, developing innovative and sustainable improvements to every process, and protecting the oil on its journey from farm to shelf.

It's a quest for innovation and perfection that inspires and benefits everyone we support from farmer to retailer to consumer.

What we do.

There are three things that make us different. They enable us to create amazing products and use our voice to drive positive change. They are why we are the world's leading olive oil producer.

1. We strive to surpass expectations in **quality and food safety**, taking care of the **environment** and prioritizing the **safety** of our workers.
2. Our products are crafted from centuries of **brand heritage**.
3. Our high standards and wide reach drive our **global leadership**

All three are underpinned by our ultimate vision of creating value, not just for our shareholders, but for the category as a whole, society and the environment.



Integration management

The integration of our global integration policy is intended to provide a framework for how we apply quality, environmental, social, governance and health and safety considerations, to how we operate our business, how we engage with the communities in which we do business and the way in which we pursue, evaluate, and implement investments.

Mandatory policy actions

1. Customer centric	The satisfaction of our customers in all respects by supplying high-quality products, complying to the relevant standards, always on time.
2. Continuous improvement	<p>Define periodically the objectives that need to be achieved and fulfil our commitment through total involvement of all our employees and with continual improvement in our integrated management system.</p> <p>Strive to continually improve our quality, environmental and Health & Safety performance keeping in view the regulatory requirements, Health & Safety requirements, environmental requirements, community concerns, and technological advancements. Establish & maintain a healthy work environment.</p>
3. Forward thinking	Identify, prevent, control, protect and minimize adverse environmental impacts, namely the prevention of contamination, associated with our operational activities.
4. Best practice	<p>Comply with all quality, environmental, Health & Safety requirements.</p> <p>Comply with applicable legal requirements.</p> <p>Adopt the best practice of operations to prevent ill health & injuries</p> <p>Implement and maintain the "Towards Zero Waste" certificate with which the elimination of waste will be reduced, promoting recovery to promote a circular economy system.</p>
5. Our People	Develop and maintain a highly motivated workforce with a strong culture of quality, food safety, environmental care and occupational safety, enabling them to prevent future problems.
6. Transparency commitment	Communicate our environmental commitment to clients, employees, and other interested parties.



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