



## OLEOESTEPA SCA INTEGRATED MANAGEMENT SYSTEM POLICY

**OLEOESTEPA, SCA**, since its inception, has been clear that its goal is to become an efficient company, aimed at achieving the best economic results, with excellent management and a high-quality product, complying with the commitments acquired with the environment, for this , its management has always been committed to achieving maximum product safety and developing its activities with respect for the environment, which is why **OLEOESTEPA, SCA** is certified with the IFS, BRC and ISO 14001 standards.

In its desire to continuously improve and move towards sustainability, **OLEOESTEPA, SCA** wants to get involved with society and become a **socially responsible company committed to its environment, evidencing its support for society, highlighting the main ethical and moral values on which the company is based.**

Considering one of the most important pillars of this project its GIS (integrated management system)

Its objective is to achieve the highest levels in the production of virgin and extra virgin olive oil, as well as in the packaging of extra virgin olive oil according to the needs of its customers.

The scope of this policy is:

***PACKAGING OF EXTRA VIRGIN OLIVE OIL, THE SALE OF VIRGIN AND EXTRA VIRGIN OLIVE OIL IN BULK (ISO 14001 and RSC)***

***PROCESSING (FILTERING AND COUPAGE) OF VIRGIN AND EXTRA VIRGIN OLIVE OIL IN BULK, IN DRUMS AND PACKAGING OF EXTRA VIRGIN OLIVE OIL IN GLASS, CAN, PEY PET (IFS and BRC)***

An essential tool for compliance with this **GIS Policy** is the drive of the Management, convinced that only with the Development of this Policy, and its periodic updating, can the achievement of the proposed objectives be achieved. The Management considers the promotion of continuous improvement essential, through the following criteria:

1. Commercialize all the oils produced in its associated mills, distinguishing itself by the greater **efficiency** in the activity.
2. Manufacture safe, legal and authentic products according to the specified quality.
3. Serve your olive oils in the markets exceeding **customer expectations**.
4. Serve the **needs of its farmers and** associated mills to provide them with sustained profitability.
5. Develop and manage distribution channels specialized in high value EVOO
6. Continuously improve the culture of food safety and quality at OLEOESTEPA SCA
7. Carry out the packaging of virgin and extra virgin olive oil, with a **HIGH DEGREE OF QUALITY** , which satisfies our customers and differentiates us from our competitors, with the permanent interest of evolving towards the continuous improvement of our processes.
8. Continuously improve the **SPEED AND PUNCTUALITY** of our service, obtaining the best performance from the capacity, experience and training of our workers.
9. Work in the search for perfection and excellence **IN THE PRODUCTION PROCESS** , developing an effective control of non-conformities -when they appear- that prevents them from affecting the client.

10. Senior management's commitment to comply with legal and regulatory requirements that affect the specific needs of its sector, local, environmental, social and labor environment wherever it operates and try whenever possible to go beyond compliance with the legislation, as well like any other subscribed with our clients.
11. Commitment to respect the principles of social responsibility in terms of accountability, transparency, ethical behavior, respect for interest groups, respect for the principle of legality, respect for international standards of behavior and respect for human rights.
12. Focus all production from a **FOOD SAFETY prism** , increasing technological measures and advances that appear on the market.
13. Maintain our commitment to continuous improvement, prevention and reduction of **IMPACTS ON THE ENVIRONMENT** at all levels of our company and promote them in all associated oil mills and any company that works on our behalf, guaranteeing environmental safety and raising awareness among our team by example. and perseverance in maintaining good environmental conditions at our facilities and collaborating with proper waste management that satisfies the environment, contributing as far as possible to the sustainability of the environment, identifying and evaluating possible environmental risks that may affect directly or indirectly to the organization. That is why it is necessary to work in advance, to execute, implement and develop knowledge, as well as to have sufficient and surplus structures at the forefront of the olive oil sector .
14. Updating and updating of personal skills, and their optimal adaptation to the functions, through human resources management that promotes ethics, training and continuous evaluation, involving all our employees, favoring fidelity with our commitment to obtain maximum profitability from olive cultivation, and promote the sustainable development of our towns.
15. Selection and approval of the best suppliers as members of the organization, also taking into account their needs.
16. Preventive approach in the development of internal audits of all key, strategic and support processes.
17. Comprehensive measurement of customer satisfaction.
18. The General Management assumes as an obligation of its responsibilities, the commitment to exercise leadership in the implementation and application of behaviors in accordance with the Quality, Food Safety, Environment and CSR System of OLEOESTEPA, SCA acting as a promoter, guide and **example** in compliance with an obligation that concerns those of us who form our company.
19. Carry out a dignified and respectful competition strategy with other companies in the sector, promoting an anti-corruption policy that avoids bribery and extortion.
20. Equal opportunities ensuring a good working environment for our employees.
21. Increase the creation of value for all stakeholders, balancing the satisfaction of expectations and needs, through the comprehensive management of the ethical, economic, social, labor and environmental impact, with sustainable performance and with a long-term vision and perspective. .
22. Respect for labor regulations, not only internally, but to ensure that all our stakeholders also respect them.
23. Carry out its activity in an ethical, responsible and excellent manner, respecting applicable legislation and regulations, under corporate values, placing people at the center of its purpose and acting responsibly and in continuous search for excellence - placing people at the center of its purpose.
24. Ethically manage our daily activity based on corporate values, the code of conduct and the compliance system.
25. Identify and manage in advance the potential impacts of the activity, whether of an economic, labor, ethical, environmental or social nature, to achieve sustainable performance with a long-term vision and perspective.
26. Deploy our own, comprehensive and systemic model of management of interest groups that implies:
  - its proper identification
  - the establishment of stable relationship mechanisms and active listening tools



- The prioritization of issues that are relevant to them and contribute to the greater creation of value for the Company
- Incorporation of material issues identified in the Company's strategy and its operating plans
- the systematic follow-up of the defined plans and objectives
- communication and reporting of the status of the situation and achievements

This Policy of our SGI must be known and applied by all the people of the company, for which it will be disclosed in a complete and effective manner. It will be developed through a documented system and made available to all those affected and interested.

Managing Director

Signed: *Álvaro Olavarría Govantes*  
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