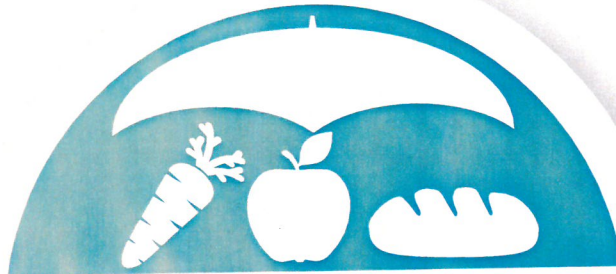


COMPANY POLICY



FOOD QUALITY AND SAFETY:

The primary goal of our company is to provide products that are safe for our customer's health and life, for which we take full and conscious responsibility. We recognise the needs of the market and strive to meet them in full. We are committed to respecting various legal requirements for the manufacture of authentic products. We strive to achieve the highest quality standards at every stage of production, storage, distribution and sale. We ensure that the processes we carry out are repeatable.

We achieve our goals by:

- Acting in accordance with legal regulations, requirements of regulatory authorities, as well as standards and norms,
- Continuously adapting our offer to changing market conditions, changes in the raw materials market and customer expectations,
- Meeting requirements and continuously improving our food quality and safety management system in accordance with the BRC FOOD standard,
- Continuously improving the qualifications of our employees through internal and external training,
- Maintaining constant communication with suppliers and customers on commercial matters related to the safety and quality of products,
- Improving GHP, GMP, modernising production lines and investing in infrastructure.



SOCIAL POLICY:

When implementing the principles of social responsibility, Terravita Sp. z o.o. focuses in particular on the following aspects:

- Compliance with Polish labour law and the Labour Code,
- Ensuring safe working conditions both inside the plant and in the area surrounding thereof,
- Compliance with the GDPR system,
- Mutual respect at work and in business,
- Promoting ethical behaviour,
- Equality in relation to gender, religion, origin, skin colour, sexual orientation, political views and age,
- Equal rules from the recruitment stage to professional development,
- Zero tolerance for discrimination, bullying and other violence in the workplace,
- Zero tolerance for the employment of children and young people,
- Zero tolerance for forced labour.



terravita



HEALTH AND SAFETY

Health and safety at work are very important aspects directly related to the functioning of the plant. Employees comply with generally accepted requirements and regulations. Thanks to compliance with the law, tasks are performed in safe and hygienic working conditions. The plant continuously improves all operations related to health and safety. The company's goal is to increase employee awareness and involvement in this area, as well as to train attitudes in the event of a real threat to health or life.



ENVIRONMENTAL PROTECTION

Our company focuses its efforts and resources on continuous development while protecting the environment. Modern technological solutions and high environmental standards are applied in production processes, in accordance with the principles of sustainable development. Values and attitudes aimed at improving the environment in the immediate vicinity of the company are consciously developed. We protect the environment by striving at all stages to reduce water and energy consumption, atmospheric emissions and the amount of waste and sewage.



SUSTAINABLE DEVELOPMENT

Sustainable development is a crucial trend in the modern world. It requires the sensible and thoughtful use of resources in such a way that our actions do not cause threats and problems for future generations around the world. Our company develops this process every day while optimising its business strategy. The plant has implemented the RSP MB, RFA MB and Fairtrade Cocoa Program standards.

Maxim Włoczek

23/06/2025
Anna Szapota