

Integrated Management System Policy

Maltiberica, S.A. management considers the integration of a policy covering key management areas—Quality, Food Safety, Environment, and Occupational Health and Safety (OHS)—to be a strategic asset. This policy serves as a core element of the company's strategy, contributing decisively to its success by meeting the requirements and expectations of all interested parties.

Accordingly, Maltiberica, S.A. demonstrates its commitment to continuous improvement through the implementation, maintenance, and systematic evaluation of the effectiveness of an Integrated Management System based on the following standards:

- NP EN ISO9001:2015 Quality Management System Certification
- FSSC22000 V 6.0 Food Safety System Certification
- NP EN ISO45001:2019 Occupational Health and Safety Management System Certificate
- NP EN ISO 14001:2015 Environmental Management System Certificate

All these commitments are met by achieving the following general objectives regarding Quality, Food Safety, the Environment, and Occupational Health and Safety:

- ✓ Manufactured malts at competitive prices and in accordance with customer requirements to ensure satisfaction;
- ✓ Control raw materials strictly to produce malt that comply with statutory and regulatory food safety requirements;
- ✓ Strictly monitor our KPIs and costs;
- ✓ Adhere strictly to delivery deadlines;
- ✓ Improve relationships with our customers and suppliers to ensure the quality and food safety of our products;
- ✓ Continuously comply with applicable national and European legislation, as well as other requirements to which the company subscribes;
- ✓ Meet the expectations of our stakeholders;
- ✓ Develop employee competencies, which are essential to the success of our Integrated Management System policy (Quality, Food Safety, Environment, and OHS):
- ✓ Ensure systematic OHS risk assessment, providing safe and healthy working conditions to prevent work-related injuries and ill health, while actively engaging and motivating the team to participate;
- ✓ Encourage the cultivation of two-row barley in Portugal;
- ✓ Develop, lead, and promote a Food Safety Culture and Just Culture regarding OHS;
- ✓ Ensure Food Safety throughout the supply chain by mitigating vulnerabilities related to Food Defense and Food Fraud risks;
- ✓ Promote and ensure the minimization of the impacts from our activities, goods, and services at every stage of the product life cycle;
- ✓ Mitigate and adapt to climate change, while promoting biodiversity and ecosystem conservation to maintain a balance between socio-economic demands and environmental performance;
- ✓ Make a systematic effort to minimize the environmental impacts of our activities, products, and services, specifically by adopting pollution prevention and reduction practices and optimizing available resources in an ecologically efficient manner;
- ✓ Optimize environmental responsibility through efficient waste management and recovery, reducing energy consumption, utilizing renewable energy, and sourcing sustainable resources;
- ✓ Train and raise awareness among all employees to ensure they are conscious of their responsibilities and the contributions they can make toward service improvement, environmental protection, and the prevention of environmental risks.

Management is fully committed to this Integrated Management System Policy, providing the resources necessary for its fulfillment, and overseeing its implementation across all functional areas of Maltiberica, SA. This Integrated Management System Policy is available in documented form and is communicated to the company's employees and interested parties, ensuring it is understood implemented, and maintained daily at all levels of the organization.

Administration