

## FOOD QUALITY AND SAFETY POLICY

The **Monte D'Alva – Alimentação, S.A. (Montijo and Envendos Units)**, is an organization dedicated to the development of meat and non-meat food solutions to satisfy our consumers by combining innovation, quality and tradition.

The Administration, by being aware of the relevance of Food Safety and Quality, strives to value and monetize all its human, material and financial resources for the production and distribution of safe and compliant products.

Within the organization, we promote a culture of positive food safety, and collectively, all employees of the organization have the responsibility to ensure food safety and the moral obligation to safeguard their health as well as the health of our customers and end consumers by encouraging appropriate measures and precautions to protect and preserve the link of the food chain in our custody.

**By being aware of our responsibility and the impact of our activities on food safety, and through the implementation and maintenance of a Food Quality and Safety Management System, we are committed to:**

- I. Focus on consumers and customers, meeting their requirements and specifications to promote their trust;
- II. Identify food safety hazards in due course, analyse their impact, establish critical or operational limits depending on the evaluation of the control measure combinations, and ensure the manufacture of safe and quality products;
- III. Promote the culture of food safety in the business, through all employees, in how they think and act when performing their duties, to ensure that the food produced and marketed is safe for consumption;
- IV. Identify, evaluate and minimize the environmental impacts resulting from the unit's activity, minimizing the production of waste, ensuring its separation, and providing means and training to employees,
- V. Comply with the Code of Ethics, Conduct and Social Responsibility of the Montalva Group, supported by values of commercial integrity and human rights, valuing our human resources through awareness and professional training;
- VI. Plan and perform all activities by applicable statutory and regulatory requirements, as well as according to customers' requirements and those related to the food safety management systems standards established for the production of safe, compliant and legal products;
- VII. Set food safety goals to ensure compliance and consistency of operations through regular monitoring and periodic revision;
- VIII. Communicate and implement this policy internally at all levels of the organization and disseminates it externally to all interlocutors with direct or indirect impact on food security;
- IX. Appoint to the Food Safety Team a set of elements with diverse and complementary skills capable of continuously ensuring, in conjunction with the administration, the adequacy and effectiveness of the entire food quality and safety management system;
- X. Collaborate closely and interactively with service providers and suppliers for consistent achievement of the defined food safety goals;
- XI. Adapt resources and work environment to ensure a hygienic and safe productive environment, managed by a set of pre-requirements;
- XII. Provide to employees with appropriate information on food safety, training, instructions, tools and equipment to perform their work in a hygienic and professional manner;
- XIII. Promote cleanliness and personal hygiene at all levels and across suppliers, employees, service providers and visitors;
- XIV. Transparently communicate with end consumers, to ensure the prevention of potential hazards that put their health at risk;
- XV. Implement effective control measures in a timely manner; In adversity, activate all appropriate and feasible measures to obviate any danger and extinguish any possibility of recurrence;
- XVI. Plan to carry out verifications that assess the effectiveness of the management system, and detect potential deviations;
- XVII. Continuously improve processes able to deliver safe food products through a food safety and quality management system reflecting a business sustainability policy.

This policy was approved by the head of the administration and the food safety team manager. Regularly, and whenever necessary, the policy shall be reviewed regarding its adequacy, and will be adjusted, updated and disclosed, internally and externally, to all parties concerned. A Monte D'Alva – Alimentação, S.A. (Montijo and Envendos Units) welcomes all the constructive feedback on this policy and its implementation provided by the stakeholders.