

QUALITY POLICY

COMPANY STATEMENT:

The partners of UNICO POLSKA Sp. z o.o. Sp. K. defining the present quality policy, at the same time declare its implementation in order to produce safe food products of the highest quality for customers in the food industry.

Aiming to fully satisfy the expectations of our customers with regard to the products manufactured and marketed, all goods are manufactured in compliance with all standards and regulations in the area of management and food quality and safety. UNICO POLSKA Sp. z o.o. Sp. K. has implemented a quality and food safety management system based on the requirements of the IFS v.8 standard.

STRATEGIC OBJECTIVES OF THE COMPANY:

The company's mission is to provide comprehensive and professional support to its customers, in the context of their needs regarding, above all, quality, time and price. We respond to current needs in an innovative manner, react dynamically to changes while maintaining the highest standards of operation.

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Satisfying the needs, requirements and expectations of our customers is a priority, achieved through the implementation and maintenance of a system ensuring that the established quality requirements are met. In carrying out our production, we are aware of the role we play in the food chain and of our responsibility for the product, hence we make our Policy a reality through the following strategic objectives:

- ☑ Creating and developing a modern company based on growth and ethical values.
- ☑ Building long-term relationships with business partners based on a flexible approach to their needs, understanding of the operating philosophy, availability and timeliness.
- ☑ Developing a food safety culture by engaging top management and all employees in communication regarding food safety goals and responsibilities, training and creating awareness of the importance of food safety and hygiene in the food chain.
- ☑ Openness to the constantly evolving needs of customers through research and development work aimed at product modifications, as well as the creation of new, innovative and healthy products.
- ☑ Setting and continuously monitoring parameters related to food safety and quality.
- ☑ Expanding the scope of research affecting product quality and safety, using available modern research techniques.
- ☑ Making use of technical progress and modern technologies in production affecting the safety and quality of the products produced, as well as their innovation and attractiveness.
- ☑ Constantly improving the qualifications of our employees in order to build their high awareness related to the preservation of food safety.
- ☑ Ensuring proper communication inside and outside the company regarding possible risks affecting product safety.
- ☑ Involving all employees in the food safety process.
- ☑ Continuous monitoring of the global market in terms of demand for new products adapted to the latest trends.

Our products meet all the legal requirements necessary for marketing authorisation, including quality, legality and authenticity, safety and, in particular, the specific requirements set out in the product specifications.

SUSTAINABILITY:

The operations of UNICO POLSKA Sp. z o.o. Sp. K. are based on the principle of sustainable development policy, which assumes conscious and appropriately shaped relations between economic growth, care for the environment and human health.

Aware of the impact of our activities on the environment, we operate in an environmentally friendly manner, implementing processes aimed at sustainable development and improving methods to prevent negative environmental impacts.

We are committed to complying with legal requirements and other regulations under the sustainability policy applicable to our business.



STAFF ETHICS AND ACCOUNTABILITY:

The Company's Shareholders and Employees promote and implement ethical business principles. Therefore, we do not engage in unethical or illegal business practices. We believe that adherence to business principles leads to a competitive advantage and demonstrates the reputation of the Company. We strive to ensure that our relationships with Counterparties, Customers, but also with our numerous competitors are based on honesty and fair play.

Employees act in accordance with the rule of law, applying procedures arising from the generally applicable laws and internal Company regulations. Employees shall perform their duties with particular diligence, in accordance with applicable law, guided by the interests of the Company. Employees are obliged to maintain confidentiality as required by law and our management system.

The most important resource of UNICO POLSKA Sp. z o.o. Sp. K are competent and qualified employees who are aware of the goals the organisation wants to achieve, who know their responsibilities, rights and limitations resulting from the requirements of the quality management system and information security.

The application of this policy and the management system procedures in force at UNICO Sp. z o.o. Sp. K are the responsibility of the Owners and of each employee in their position.

On behalf of all employees of UNICO Sp. z o.o. Sp. K, we accept personal responsibility to our Customers, Suppliers and other interested parties for the implementation of this Policy.