

## IDENTITY

Nateeo S.r.l. makes high value-added products: ingredients, functional blends and food additives with excellence in vegetable lecithins, oils, functional blends and protein flours. We bring to life value solutions to meet the demand for increasingly higher standards with respect to the specific needs of the target markets: food, baby food, pharma, animal nutrition, non-food and cosmetics.

## MISSION

Our mission is to create a reality that responds to the demand for wellness and health, through our daily commitment and the quality of our products and processes. Transforming raw materials from selected agricultural partners into healthy, good, tracked and sustainable products allows us to generate value for the company, create growth opportunities for our stakeholders and satisfy our customers, positioning us at the center of a network where quality and safety standards remain consistently at the top. We want to become an important benchmark for vegetable emulsifiers through innovative solutions, fast, agile processes and responsibility for the environment, people and the community.

In addition, in cooperation with the Parent Company, a benefit company, we are committed to pursuing goals of common benefit.

## VALUES

**People, Passion, Quality, Customer Satisfaction and Innovation.**

Every day with passion, commitment and collaborative spirit we transform raw materials, carefully processed by farmers, into quality ingredients that meet customer demands, feeding the agri-food value chain through a sustainable and innovative process. Our behavior, decisions, and interactions with customers and employees are inspired daily by our values, which are the foundation of our corporate culture.

## RESPONSABILITY AND DIFFUSION

The managing director **is responsible** for and promotes the **dissemination of this policy within the company** by committing to support the process of developing, maintaining and improving it, translating it into consistent action plans that are checked periodically, adopting appropriate management and operational mechanisms and ensuring the availability of adequate resources and means. Management is committed to **continuous improvement in the dissemination of the culture of food quality and safety** within the company.

## VALUABLE PEOPLE

People are the vital core of our company with their skills and experience. From the deep knowledge of the senior people and the enthusiasm of the younger ones with their creativity, willingness and intention to be a team, we constantly strive to increase the specific skills of all staff and to enhance the potential of everyone, **seeking the best integration between human factor, technology and innovation**. Nateeo S.r.l. aspires to be a working environment animated by proactive people who are motivated to give their best. That is why we constantly strive to enhance the capabilities of each individual, recognize talent, reward merit and foster creativity, while respecting the market and the ecosystems with which we interact. Trust and transparency towards colleagues, the entire Group and all stakeholders with whom we collaborate are the foundation of our company. Nateeo S.r.l. carefully selects external collaborations in order to provide itself with competent and motivated human resources capable of collaborating fruitfully with the company's internal staff and in line with its founding values.

## INVOLVEMENT

We operate in compliance with national, European and countries of destination laws of our products, we are committed to involve and motivate all employees in order to meet the requirements of authorities, certification bodies and customers; we also ensure the necessary homogeneity of activities to ensure the achievement of corporate objectives with a view to increasing the quality and performance of our products/processes through constant analysis of its elements. For this purpose, Nateo S.r.l. is committed to providing the necessary resources, subject to the company's financial availability.

## COMMUNICATION

Corporate communication facilitates the clear and consistent transmission of goals and values both internally and externally. Internally, it helps employees understand the corporate mission and policies, promoting a collaborative and aligned environment. Externally, it ensures that stakeholders understand corporate messages by fostering the growth of trust and reputation in the marketplace.

## NATEO IN 2024

The CEO and Board of Directors of Nateo S.r.l. define in their corporate strategy the objectives related to the Integrated Management System for Quality and Food Safety with the aim of bringing the company in 2024 to an **improvement in its performance**, its **visibility** and the **trust of all stakeholders**. They are also committed to developing and extending **information and communication** processes, promoting dialogue, interactive exchange and open, collaborative and constructive relations with all stakeholders to ensure clarity and transparency of relationships.

## NATEO AND QUALITY

For Nateo, adopting an ISO 9001:2015 Quality Management System is a strategic decision to improve overall performance and build a solid foundation for sustainable development initiatives. The CEO has determined that the Quality Management System, adopted in accordance with **ISO 9001:2015** with a process-based approach (risk-based thinking), is a key determinant in meeting the needs and the demands of customers in global markets; **therefore, continuous improvement, assurance of high quality and safety of products, processes and services offered, for an integrated and sustainable market, is an ongoing commitment**. Nateo S.r.l. is committed to making products that also comply with Jewish and Muslim ethical food certifications (**Kosher and Halal**) in order to meet the needs of a constantly growing global market. In addition, it is committed to using measurement systems to assess both the **effectiveness and efficiency of internal management processes** and the level of **satisfaction** of those who benefit from the quality of our products and services offered to evaluate their evolution over time (e.g., **questionnaires, interviews, active listening, or other systems**).

It defines as objectives of the quality system the maintenance and strengthening of trust in authorities, certification bodies, company activities, suppliers by establishing supply chain pacts when possible, and customer loyalty.

It guarantees **conventional or organic non-GMO supply chains**, committing not to use raw materials, ingredients or additives consisting of GMOs, and/or derived from GMOs and/or containing GMOs, implementing specific control and prevention measures for the purpose of preserving the non-GMO characteristic.

The company is committed to providing products without **allergens** other than those naturally contained in the raw material, ensuring strict control of raw materials with the involvement of suppliers.

It is also committed to investing resources in **research and development** of products and processes and **technological innovation**.

### **NATEEO AND FOOD SAFETY**

Nateo S.r.l. **guarantees its commitment to compliance with all laws and requirements therein regarding food safety and food systems.** The company is committed to adopting an "integrated FOOD SAFETY MANAGEMENT SYSTEM," based on **HACCP** principles, in accordance with **FSSC 22000 and GMP+ FSA** standards. Nateo S.r.l. aims to emphasize to its Customers the ability to provide products intended for the human and animal food sector, complying with the hygienic-sanitary requirements specified in contract/order and/or self-defined by the organization itself, in full compliance with applicable legislation. Nateo S.r.l. is committed to implementing all measures for the prevention of food fraud (Food Fraud) and the protection of products from intentional acts of contamination or tampering (Food Defence). It is also committed to strengthening and spreading a culture of food safety that promotes responsible behavior by all employees.

### **NATEEO AND ENVIRONMENTAL SUSTAINABILITY**

Nateo S.r.l. is committed to preventing the risks of committing environmental crimes covered by Legislative Decree 231/01 and ss.mm.ii. by implementing an exempt Organizational Model that complies with the requirements dictated by Articles 6 and 7 of the same Legislative Decree.

The company is committed to responsibly producing high quality products while taking care of the environment, people and communities. Healthy, safe, tracked and certified products, made from carefully selected raw materials, processed through a technologically advanced production facility designed to **minimize environmental impact**. The production cycle in the plant is based on sustainability and ensures complete and continuous control of the value chain by promoting innovative processes and certified methods for assessing environmental impact through annual monitoring of CO2 emissions. Our plants are managed through the sustainable use of raw materials, water resources, energy and materials, and we promote the use of renewable sources with the aim of reducing emissions and eliminating waste.

To downsize its environmental impact, Nateo S.r.l. is committed to maximize recycling, reuse and recovery activities by making use of rental and/or remanufactured packaging; to reduce the use of plastic by minimizing waste production; and to further reduce water and energy consumption. It is also committed to promoting sustainable logistics that are more efficient and at the same time more respectful of the quality of life by promoting intermodality, transportation efficiency, product and supply chain logistics optimization.

### **NATEEO AND SOCIAL RESPONSABILITY**

Nateo S.r.l. aspires to the maximum enhancement of human capital, i.e. the set of people and knowledge, skills, abilities, and relational skills with which they are endowed desiring to create an **ideal, free, creative, participatory and supportive workplace**. Through the Company's Code of Ethics, it intends to summarize, in light of Legislative Decree No. 231/2001 and sm.i., the rules of Conduct that the Company places at the basis of its activities. It is binding for the conduct of the Recipients (companies, partners, suppliers, consultants, customers and employees) operating at the Company's sites. Nateo S.r.l. acts responsibly by fostering economic development and supporting social, educational and cultural growth, with particular attention to disadvantaged communities and those communities that have yet to achieve standards adequate to their needs. In order to promote and support inclusivity and pursue the SDGs in line with European Economic policies, it is committed to donate an annual economic contribution, for charity, to the nonprofit association Banco Alimentare, which aims to contribute to and alleviate the problem of hunger, marginalization, and poverty, as well as to promote the fight against food waste, in collaboration with national and European institutions.

**NATEEO AND  
WORKPLACE  
SAFETY**

Nateeo S.r.l. guarantees its commitment to compliance with all laws and the requirements contained therein regarding the health and safety of workers. Nateeo S.r.l. makes sure that all personnel involved in the activities are at **all times in health and safety**, undertakes to implement an organizational model and have procedures to ensure health and safety in the workplace and the protection of company assets. In addition, it provides proper information on possible hazards in the workplace, trains all internal and external personnel to ensure the proper implementation of policies and procedures in their work, and supervises and secures work environments in order to prevent injuries or occupational diseases of workers

Camisano Vicentino, 13/02/2024

Dott.ssa Silvia Santarelli  
Chief Executive Officer

