

## Integrated Policy Quality, Environment, Health and Safety

**Skretting Italia S.p.A.**, a company of the Nutreco group, considers quality, innovation and sustainability to be the guiding principles for carrying out its activities in the aquaculture sector.

The strategic and operational choices are based on Nutreco's **Mission** (Feeding the Future) and its **Vision** (positioning the company as a global leader in the supply of innovative and sustainable nutritional solutions such as to best support the performance of animals, fish and shrimp). **Trust, Inclusivity, Curiosity, Integrity and Passion** are the five fundamental values through which the Mission is pursued.



Skretting Italia S.p.A. considers it a priority, such a main operator in the food chain, to help meet the food needs of a growing population in a safe and sustainable way. The **strategy** adopted is reflected in the **Nuterra Roadmap 2025** which defines the objectives to be achieved by 2025. The main three pillars of this policy are: - **Health & Welfare**; **Climatic & circularity** and **Good citizenship**. Our strategic ambitions falling under these three pillars are: *Anti-microbial resistance*; *Greenhouse Gas (GHG) emission reductions* and *Diversity & Inclusion*.

Moreover, Skretting Italia uses only *raw materials noOGM*.

Skretting Italia S.p.A. pays constant and priority attention to quality, product safety, respect for the health and safety of workers and respect for the environment as they are considered strategic pillars for satisfying the expectations of the interested parties, as well as the final consumer.

At Skretting Italy we care ABOUT THE HEALTH, SAFETY AND SECURITY OF PEOPLE. People come first. We care about the health, safety and security of our employees, contractors, visitors and the communities in which we operate. We are committed to promote a safe working environment of continuous improvement, trust and mutual collaboration with a "Zero Harm Mindset".

This is accomplished through:

- **Nutreco Ethical Code** which defines the guidelines for carrying out company activities
- **Standard Nutrace** (quality and food safety program)
- **Standard Nuterra** (sustainability program)
- **Nutreco Standard NuSafe**
- **Nutreco Policy for Quality, Environment, Health and Safety of workers.**

In order to:

- ensure that its activities are carried out in compliance with **current legal provisions** and any **voluntary subscriptions** regarding animal nutrition, food safety, health and safety in the workplace, industrial hygiene, environment and energy (compliance obligations);
- to consolidate a long-term and **reciprocal beneficial relationship of collaboration** with all customers, in order to always provide products and services that meet expectations;
- promote a transparent and collaborative relationship with public, private and local communities;
- achieve results, based on objective measurements, relating to the performance and effectiveness of processes through the definition and continuous monitoring of **objectives and targets** for the quality and healthiness of the products, for the continuous improvement of environmental performance and for the identification and reduction of risks associated with the activities carried out at the company site, in accordance with the development plans and with the available budget;
- implement every effort, in organizational, operational and technological terms, for the **continuous improvement** of the desired quality and the control of all the risks connected to the safety of the feed and to the health and safety of workers, of environmental performance, in particular those connected to the significant environmental effects (use of energy, water withdrawals), in order to reduce the environmental impacts of its activities and prevent pollution, periodically checking the adequacy of the control measures defined;
- ensure **equipments and resources**, so that everyone is able to carry out their duties, also engaging in involving staff in the understanding and implementation of this Integrated Policy;



- identify and minimize the risks for the safety and health of all interested parties and for the protection of the environment, in relation to the knowledge acquired on the basis of technical progress, possibly acting on the causes that generated them;
- implement a **constant training** and awareness plan in order to involve all staff in the implementation of the Integrated Management System;
- raise awareness among suppliers, including contractors, of goods and services on the contents of this Integrated Policy, in particular on the issue of resource sustainability (marine and plant);
- evaluate the adoption of processes, technologies and materials that allow a correct use of natural (including water) and energy resources and prevent / reduce possible environmental impacts (production of waste, effluents, GHG emissions, use of plastic), as well as improving the quality of the product;
- elaborate and develop environmental, safety and health **emergency plans**, containing measures and procedures necessary to prevent accidental situations and to limit their effects;
- establish and maintain adequate controls, including **periodic reviews**, to ensure that the principles contained in this Integrated Policy are followed and that the management systems are kept active and appropriate to the company reality;
- ensure that this Integrated Policy and management systems are understood, implemented and kept active at all levels of the organization, involving employees;

Achieving certification according to the **ASC Feed Standard** confirms our commitment to these objectives, representing an innovative and integrated approach to sustainability in the aquaculture sector.

Skretting Italia s.p.A. achieves, implements, maintains and continuously improves an Integrated Quality Management System (**UNI EN ISO 9001: 2015**), Food Safety (**GLOBAL GAP - Compound Feed Manufacturing**), Environment (**UNI EN ISO 14001: 2015**) and Occupational Health and Safety (**UNI-INAIL guidelines; UNI EN ISO 45001: 2018**).

This Integrated Policy is shared to all levels of the organization and is accessible to the public, to external bodies and to anyone who requests it.

Mozzecane, 16/06/2025

Giovanni Serrini  
General Manager

