



## ETHICAL POLICY

IMCA SpA has based its ethical policy on sustainability, which consists of the following pillars: quality, environment, labor, business practices, and management and protection of sensitive data.

This commitment involves all stakeholders, more attention is paid to tomato suppliers, to fight the phenomenon of gangmastering, adopting labor sustainability protocols and purchasing raw material from suppliers, for the most part, approved and GRASP certified. The goal is to have all suppliers comply with codes of good conduct and our policies. The company's ethical policy commitment is confirmed by the SEDEX ethics protocol and SA8000:2014 and Social Footprint certificates.

I.M.C.A. S.p.A. and its suppliers have as a reference point the ILO (International Labour Organization) with the following standards required in terms of working conditions:

- Employment is freely chosen: There is no forced labor and employees are not required to lodge deposits, identity papers and are free to leave.
- Freedom of Association and the right to collective bargaining: Workers should not be discriminated for joining trade unions.
- Health & Safety: to provide a safe and healthy workplace and to take all steps necessary including training staff to remove any potential hazard and arrange clean water, accommodation and facilities where appropriate.
- Not to engage in the use of child labor: All workers must have reached the age of 18;
- Living wages should be paid for a standard working week.
- Working hours must not be excessive: not in excess of 48hour week and at least one day off in every seven. Overtime shall be voluntary and compensated at a premium rate.
- Discrimination: fight discriminatory practices in the employment of personnel because of race, caste, national origin, religion, age, disability, marital status, sexual orientation, union membership or political affiliation; Every employee has an equal opportunity for personal recognition and career development, regardless of personal background or belief. No form of discrimination or harassment will be tolerated. An important part of this policy is recruiting, selecting, rewarding and promoting people on the sole basis of their ability. In return we expect our employees to act with integrity and maintain high ethical standards;
- Regular employment is provided: Work performed must be on the basis of recognized employment and not avoid regulations through other arrangements;
- No harsh or inhumane treatment is allowed no forms of intimidation shall be tolerated either physical, verbal or other. I.M.C.A. S.p.A. enables everyone to work free from discrimination, harassment or bullying of any kind.

Significant is the commitment to fight corruption, bribery, conflict of interest, money laundering, and anti-competitive practices.

Failure to comply with this policy will result in immediate disciplinary action or the most appropriate measures provided by law.

Management review is held regularly to check its performance. Ethics policy is reviewed each year through action plans to rectify and monitor compliance with the corporate ethics culture following audits of part III of IQnet. Furthermore, the company undertakes to respect the provisions of the SOCIAL FOOTPRINT standard together with its stakeholders

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