

Integrated Management System Policy

Gum Base Co. S.p.A. specializes in the development and production of gum base for the confectionery industry. Fully aware of its role and responsibilities within the economic, social, and environmental landscape, the company is committed to upholding the highest standards in **Health & Safety, Quality & Food Safety, and Sustainability**—the core pillars of its organizational culture.

The values and ethical principles guiding **Gum Base Co. S.p.A.'s** Integrated Management System (IMS) are outlined in the **Perfetti Van Melle Group's Code of Conduct**.

Our steadfast commitment to continuous improvement across all areas of the company is essential for meeting the high expectations of our employees and customers, just as it is for enhancing our reputation in terms of **Environmental, Social, and Governance (ESG)** values.

Gum Base Co. S.p.A. analyzes the company's context, ensuring the needs of all stakeholders are fully addressed.

Food Safety and Quality

- Conduct a proper risk analysis, applying a risk assessment methodology tailored to our operational context. This helps identify vulnerabilities, assess potential threats, and implement necessary countermeasures.
- Deliver products that meet customer expectations in terms of food quality and safety, adhering to the highest standards, including the following certifications:
 - **Kosher** – As specified by the Orthodox Union, our certification authority.
 - **Halal** – In accordance with the HQAS Standard issued by the globally recognized Halal Food and Feed Inspection Authority.
- Maintain our long-standing **Food Safety Certification (FSSC 22000)**, reaffirming our ongoing commitment to providing safe, high-quality products through advanced management systems.
- Focus on understanding and fulfilling customer needs and expectations, fostering transparent and long-term partnerships.
- Continuously monitor and assess risks, implementing corrective and improvement actions as needed.
- Engage suppliers to foster trust and collaboration for mutual benefit.
- Promote transparency by requiring suppliers and partners to comply with environmental regulations and prioritize those with **ISO 14001** or equivalent environmental certifications.



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- Ensure compliance with all applicable legal and regulatory requirements.
- Strengthen internal awareness of Quality and Food Safety by promoting a company-wide culture grounded in these principles, ensuring their integration at all organizational levels, and periodically assessing the maturity and effectiveness of this culture.
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Human Capital

- Ensure that all personnel possess the necessary skills for their roles, evaluating professionalism through engagement with employees and their representatives.
- Raise awareness that every individual is a vital stakeholder, responsible for supporting company values and contributing to the achievement of goals.
- Keep personnel informed about the **Integrated Management System** through appropriate communication channels and regular updates.
- Foster a work environment where diversity is valued, and discrimination of any kind is not tolerated.
- Create a motivating workplace culture centered around teamwork, trust, creativity, and collaboration, where each employee's initiative is encouraged.
- Recognize and reward skills and performance.

Environmental Protection and Sustainability

- Pursue energy-saving solutions and promote the use of renewable energy sources.
- Support initiatives for the recycling and recovery of packaging materials.
- Continue efforts to reduce and recover waste destined for disposal.
- Educate all employees, including contractors, on environmental aspects and impacts, fostering proactive environmental awareness.
- Increase awareness of each individual's role in environmental protection.
- Commit to improving long-term environmental impact, including business development activities.
- Ensure the maintenance of **RSPO** certification for sustainable palm oil sourcing.

The parties state to be aware of the provisions set forth in the Code of Conduct of Gum Base Co.S.p.A. The parties undertake to behave in accordance with the principles contained in the Code of Conduct and with the law governing this agreement. Our Code of Conduct is available at the following addresses: www.gumbase.com

According to Legislative Decree no. 196 of 30 June 2003 (PERSONAL DATA PROTECTION CODE), we would like to inform that the archiving and processing of data referring to you are carried out with papery and electronic modalities for customers accounting services (administration, accounting, contract dealing) from Gum Base CO. SpA. Your data may be communicated to the following entity/person that may treat them on our behalf: Public Authorities, Banks, consultants (lawyers, audit companies), computer consultant, Shanghai gum base food co.ltd. We inform you that, you are granted with the sec. 7 of the Legislative Decree rights.



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- Be Sedex Members, SMETA 4 Pillars and repeat the Audit every 3 years.

Health and Safety in the Workplace

- Achieving zero safety and environmental incidents is our primary objective. In line with this commitment, **Gum Base Co. S.p.A.** dedicates itself to conducting operations in accordance with the following standards:
- Evaluate and implement necessary measures to prevent, eliminate, or mitigate any potential risks related to health and safety at work, and to avoid or minimize environmental impact through continuous risk assessment and compliance with company procedures."
- Encourage active employee participation in fostering and implementing safety culture, i
- Promote the **Safety Culture** as a key driver of organizational competitiveness, improving efficiency and profitability.
- Motivate employees to adopt safe practices and healthy habits both at work and in their personal lives.
- Maintain a strong commitment to health and safety education and training for all employees.
- Ensure that contractors, self-employed workers, and visitors fully adhere to our health and safety policies and values.
- Continuously monitor the implementation of preventive and protective measures, ensuring compliance through the active involvement of all workers, officers, and managers.

Management Oversight

The **Management Team** sets specific, measurable objectives for the **Integrated Management System** annually, ensuring their achievement through continuous monitoring. The results and analyses from this monitoring process form the foundation for the periodic **Management Review**.

February 2026

Matteo Villa
General Manager

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