

The Management of Lovenature Superfoods, being aware of the importance of the Environment for the development of its objectives, acquires the commitment to protect it.

Lovenature Superfoods commits to promoting environmental innovation and eco-efficiency, progressively reducing its ecological impacts, and adequately managing the waste produced, directly and indirectly, thus contributing to sustainable development.

Therefore, to achieve the implementation of these commitments, the actions of our company in environmental matters will be guided by the following basic principles:

- Fully integrate respect for the Environment, sustainable development, and environmental improvement in our strategy.
- To extend the commitment to environmental improvement and sustainable development to our interested parties (internal, clients, suppliers), especially to our workers and suppliers, through participation in the management system and promoting adequate training and communication.
- To convey our environmental management programs' values, requirements, objectives, and results to our stakeholders.
- To obtain tangible and consistent results with the proposed objectives and goals related to our company's most significant impacts.
- Permanently overview of our activities, impacts, scope and efficiency of the management system, and our objectives and goals to ensure constant improvement of our environmental behaviour and compliance with current environmental legislation and other requirements derived from our good environmental practices. It implies:
 - To review and minimise the environmental impact of the products we sell to ensure that they are managed efficiently and seek action plans to reduce the environmental impact. And have our products recognised by organic certification.
 - Manage the water used by our suppliers, implementing actions to reduce its consumption as far as possible.
- To act according to nature and the significance of the impacts derived from our activities, following the principles of eco-efficiency and prevention of pollution.
- To reinforce in all our areas of action the active commitment to the processes and policies of sustainable development of the territorial area in which we carry out our activities.

June 2021



CEO
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WASTE MANAGEMENT POLICY

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Mission:

To treat waste from our own and our subcontracted partners by accomplishing the highest standards to implement reduction, reuse, and recycling.

Vision:

To integrate customers and suppliers in the commitment to environmental and individual protection, we promote conservation of the environment where activities develop, proper waste management, risk minimisation, and pollution prevention.

Goals:

- To give added value to customers thanks to recognised organic certification.
- To fully meet the needs of customers and ensure their environmental satisfaction.
- To comply with current environmental legislation and regulations, as well as with all other requirements to which the company subscribes and other applicable laws.
- To take this policy as a reference for the establishment and periodic verification of environmental objectives.
- Prevent environmental damage and deterioration, adopting the necessary measures in the development of the activities.

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Lovenature Superfoods ensures that the principles set out in the company's Occupational Health and Safety Policy are respected and as are its suppliers too.

This policy establishes the fundamental requirements to promote a consistent and positive occupational safety culture.

Principles:

- Compliance: We comply with current legislation and other standards, paying attention to best practices when reasonably practicable.
- Risk assessment and planning: We implement a reliable risk and hazard assessment process in all our workplaces to establish the necessary organisation, planning and control systems to facilitate a safe working environment.
- Training and involvement: We provide the appropriate resources and tools to improve the competence of our workers so that they are aware of the risks related to their position and functions.
- Allocated resources: We establish effective management systems, including the appropriate human and material resources to provide safe working conditions.
- Performance measurement and monitoring: We measure, monitor and report safety and health performance regularly and consistently basis. We investigate incidents and accidents to prevent recurrences.

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This policy includes the guidelines that constitute a basis for the effective management of Lovenature Superfoods' human resources.

It is essentially flexible and dynamic and can be adapted to several situations. Its implementation will be subject to appropriate consideration, taking into account the specific context. Its spirit must be respected in all circumstances.

The degree of evolution of each market and its ability to progress in all aspects of human resources management must be taken into account.

In the event of a conflict between any of these policies and local legislation, the latter shall prevail. These policies are intended for all managerial roles and human resources professionals.

Each employee has a personal responsibility for their behaviour towards other teammates, whether as a team leader or colleague.

The role of HR managers and their teams is to handle each other's problems professionally, without substituting themselves for competent managers. Their primary responsibility is to contribute to the quality of human resources management throughout the company by proposing appropriate policies and ensuring that they are applied consistently.

As full members of the company, HR managers advise and propose solutions that should positively impact the company's efficiency.

They also recommend the most appropriate measures and provide support and quality advice to their colleagues. Together, they act as co-responsible for all human resources issues.

Such a partnership is essential for effective human resources management.

The communication skills of a human resources manager must enable him/her to deal with all sensitive issues as they regularly arise in human relations problems. Team members will be recognised not only for their professional contribution but also for their ability to communicate.

Organization of Human Resources

Human resources processes, systems and other professional means serve to support management but should never be used to the detriment of the human dimension. The latter must always be present and in all circumstances.

In addition to his/her professional skills and qualifications, the human resources manager must have the charisma and credibility necessary to be seen as a reliable interlocutor by his colleagues.

While providing first-rate administrative support, his main task is to add value to the company's activity and to play a proactive role in every situation where his contribution is required.

Key performance indicators (KPIs), specific to human resources, help evaluate the performance of a human resources unit. However, it should be emphasised that the latter's job is first and foremost to optimise the company's overall performance by improving the performance of its staff.

Human capital is becoming increasingly important, and human resources, therefore, play an essential role in the design and implementation of human resources strategies that impact the company's financial results, reputation, and efficiency in general.

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POLICY ON LABOR AND FAMILY CONCILIATION

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Lovenature Superfoods believes that it should promote policies that allow the balance of work and family life for men and women, which helps develop individual needs and the pride of belonging that leads to an improvement in work performance.

Among the measures that Lovenature Superfoods offers its employees to balance work and personal life are:

Measures to balance work and family life

1. Flexible working hours: Flexible working hours for technical-administrative staff, compressed week, organisation of shifts, reduced working hours adapted to each person.
2. Flexibility in time: Possibility of split vacations depending on each employee, leave days on account of hours, the possibility of combining the last weeks of maternity leave with part-time work, the possibility of accumulating breastfeeding hours.
3. Flexibility in space: Laptop computer for all personnel required for professional reasons with connectivity to the organisation's facilities.

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CEO
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POLICY OF RESPECT FOR HUMAN RIGHTS

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The purpose of this Human Rights Respect Policy is to formalise the company's commitment to the human and labour rights recognised in national and international legislation.

Basic principles of action

In order to achieve the objectives mentioned above, the company assumes and undertakes to promote the following basic principles that must govern its actions in all areas:

- a) To demand from all the company's professionals and suppliers strict respect for the human and labour rights recognised in national and international legislation within the development of its activity.
- b) All company employees must have labour agreements (such as contracts) that comply with current legislation and are following the activity and position of each worker.
- c) Lovenature Superfoods does not allow work overtime, so the working hours of all workers will be a maximum of 8 hours per day, as stipulated by law. Any activity outside working hours will be reported and will be dealt with as the case may require.
- d) Any forced labour is rejected. Any act or indication of forced labour will be reported, whoever is involved through our reporting system, and action will be taken according to each situation.
- e) Reject child labour and forced or compulsory labour, and respect freedom of association and collective bargaining, as well as non-discrimination and the rights of ethnic minorities.
- f) Procure the implementation of procedures to identify situations and activities of higher risk of human rights violations and develop mechanisms to prevent and mitigate such risks in their activities and those of their suppliers.
- g) Periodically verify the implementation of procedures to identify situations and activities at risk and of mechanisms to prevent and mitigate the risk of human rights violations, with follow-up indicators.
- h) Adopt the appropriate measures in the event of detecting human rights violations in its facilities.
- i) To have in place complaint and grievance mechanisms, with sufficient guarantees and appropriate resolution procedures to address possible cases of human rights violations that individuals or organisations outside the Group may report.

**POLICY OF RESPECT FOR
HUMAN RIGHTS**

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j) Promote a culture of respect for human rights and awareness of its professionals in this matter in all branches of the company and, in particular, in those where the risk of violation of rights may be higher

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EQUAL EMPLOYMENT OPPORTUNITIES

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At Lovenature Superfoods, we embrace and value the uniqueness and similarities of all individuals, regardless of gender, race, age, religion, nationality, veteran status, and disability.

Our goal is to create an environment where each person has an equal opportunity to achieve their potential and where human differences are valued.

We strive to provide an environment that is open and creative and inspires best efforts and results, and where collaboration and teamwork thrive along with the contribution and personal growth of each employee. Our commitment is to create an inclusive environment where employees feel valued, respected, and empowered to make decisions.

We constantly seek to attract, hire and retain talented and capable individuals who bring their experience, culture, education and training to bear on their work. A diverse and competent workforce is essential to our success.

In order to achieve these objectives, the company assumes and promotes the following basic principles of action:

- a) To guarantee the quality of employment by promoting the maintenance of stable and quality jobs, with occupational contents that guarantee a continuous improvement of the skills and competencies of the professionals.
- b) To respect diversity, promoting non-discrimination on the basis of race, color, age, sex, marital status, ideology, political opinions, nationality, religion, sexual orientation or any other personal, physical or social condition among its professionals.
- c) To develop the principle of equal opportunity. This principle, compliance with which constitutes one of the essential pillars of professional development, entails a commitment to practice and demonstrate equitable treatment that promotes the personal and professional progression of the company's human team in the following areas:
 - 1. Promotion, professional development, and compensation: assessing the knowledge and skills necessary to perform the job, through the evaluation of objectives and performance.
 - 2. Hiring: not to establish salary differences based on personal, physical, or social conditions such as sex, race, marital status or ideology, political opinions, nationality, religion or any other personal, physical or social condition.
 - 3. Recruitment and selection: to choose the best professionals by means of a selection based on merit and capabilities of the candidates.
 - 4. Training: to ensure the education and training of each professional in the knowledge and skills required for the proper development of their work.
 - 5. Support workers with different abilities, promoting their effective employment.

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- d) To promote equality between women and men within the company in terms of access to employment, training, professional promotion and working conditions, encouraging gender diversity as a manifestation of the social and cultural reality.
- e) To implement conciliation measures that favour respect for the personal and family life of its professionals and facilitate a better balance between this and the work responsibilities of women and men.

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FREEDOM OF ASSOCIATION POLICY

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I. PURPOSE

The company shall recognise and respect employees' right to freedom of association and collective bargaining.

II. GENERAL POLICY

As such, Lovenature Superfoods and its representatives shall at no time act against employees who wish to exercise in any way, participate or not participate in an association, workers' organisation or collective bargaining. Suspensions, dismissals or any penalty in employees' payment will be considered forms of retaliation. In such a manner, the company or its representatives shall not discriminate against applicants who have previously exercised their right to belong to the organisations mentioned.

III. SPECIFIC POLICY PROCEDURES

In order for this policy to be complied with and in order to have the option to exercise the freedom of association to whichever organisation, the company must follow the following guidelines:

1. The company is committed to respecting the rights of employees to: Association, organisation and collective bargaining legally and peacefully, without punishment, threats, dismissal or interference. Under this, the company or its representatives will at no time act against employees who wish to form, participate in, or not participate in an association or collective bargaining.
2. The company will not use the force, the police/military presence to intimidate employees or prevent a peaceful assembly.
3. The company shall not interfere with employees' rights to freedom of association and collective bargaining by controlling them or favouring one organisation.
4. When there is a union represents workers, the employer shall not interfere with the ability of workers to form other organisations to represent them.
5. The company shall comply with all laws and regulations on collective bargaining and freedom of association.
6. The employee organisation has the right to choose its representatives and conduct activities without interference from the company.
7. The company will assign the Human Resources manager the responsibility to ensure that this policy is communicated, implemented, and monitored.

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To check on any violation of this policy, the following guidelines shall be followed:

1. Any employee who has experienced or witnessed an act of discrimination for using freedom of association to anybody has the possibility to report such a situation to their immediate supervisor or the ethics committee.
2. The company will investigate any violation of this policy. If the investigation confirms the occurrence, the company will apply the corrective action process up to and including, if applicable, termination of employment of those found responsible for the violation.

June 2021



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**POLICY FOR THE PREVENTION OF CHILD LABOR AND
THE PROTECTION OF ADOLESCENT WORKERS OF
PERMISSIBLE AGE**

**Version: 1
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In order to establish a strategy for the protection of human rights that promotes the eradication of child labour and the safety of adolescent workers at permissible age, Lovenature Superfoods issues the following policies to be followed by all staff:

- Awareness and commitment to prevent child labour and promote the protection of adolescent workers in permissible age, both the company itself and its suppliers.
- Promote and educate on the prevention of child labour and the protection of working minors at permissible age.
- Non-discrimination on the grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion, or disability.
- Not use adolescent workers of permissible age labour in any work that endangers their health and physical integrity.
- Implement work shifts that do not exceed six hours a day so that adolescent workers of permissible age can continue their studies.
- Training and incentives for the personal and professional improvement of adolescent workers in permissible age.
- Health and safety care for their workers.

The commitment signed by the representatives of these institutions includes, among other things, strict compliance with the provisions of labour laws and agreements by promoting and developing actions to contribute to the prevention and elimination of child labour. And promoting the incorporation of policies that stipulate the express prohibition of hiring minors in the chain of suppliers, customers, and distributors.

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SUPPLIER'S POLICY

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Our challenge is to find potential suppliers who can offer products and services in line with our commitment to quality and customer satisfaction. The criteria and modes of interaction that we apply to Suppliers are intended to ensure adequate levels of quality and reliability of purchased components and ensure proper management of issues such as environmental protection in which Suppliers are also involved.

Lovenature Superfoods corporate policy aims to:

- Establish relationships with those suppliers that offer the best resources in terms of cost, service, and quality to ensure maximum customer satisfaction.
- Concentrate purchases on a limited number of excellent Suppliers. In the case of product suppliers, we prioritise purchasing with organic certification.
- Seek the lowest total cost of supplies, taking into account not only the price but also the cost of quality, the ability to respond to problems that may arise, the ability to resolve incidents and compliance with SSL, environment and human rights.
- Involve Suppliers in Lovenature Superfoods' Environmental Management System to reduce the environmental impact of all work activities carried out at their production sites.
- Establish relationships with suppliers based on honesty and hard work on both sides.

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FROM THE SOURCE TO YOUR WAREHOUSE!

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GENERAL ENQUIRIES

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