

## POLICY INTEGRATED MANAGEMENT SYSTEM (IMS)

(ISO 9001, ISO 14001, ISO 45001, HACCP, FSSC 22000, HALAL, ORGANIC i VEGAN)

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We take quality control very seriously. Our facility has a physical chemistry and a microbiology laboratory equipped with state of the art technology. We conduct strict control of our input raw and other materials, production process as well as finished products.

From the very beginning we have set high production standards and so chose a responsible approach regarding quality and safety of baby and conventional products.

We establish and maintain a positive food quality and safety culture that recognizes the importance and impact of human behaviour in ensuring safe products. The food quality and safety culture in our factory refers to shared values that influence behaviour, thinking, and attitudes toward food safety.

Every part of our production process places a special focus on satisfying our customers' demands and expectations, preserving the health safety and quality of our products, in accordance with domestic and international regulations as well as relevant standards.

We regularly perform preventive controls of each individual business segments, in order to, in addition to constant supervision and maintenance of high quality, regularly find new solutions and improve every part of the production program intended for our customers.

Our goal is to make our products available not only in the domestic and regional markets, but also in any market where there is a demand for high quality and natural products for babies and adults.

Prerequisite for achieving set results is open and efficient communication with our customers and suppliers, as well as communication within the company. On the way to success, constant education and competence increase of our employees are necessary.

With effective training and continuous improvement of employees, by increasing their motivation through improved work conditions, as well as constant consultations, we ensure work dedication and motivation to fulfil work obligations.

By complying with relevant laws and regulations, standards and GMP, our facility produces and delivers safe and high-quality products under the Nutrino, Nutrino Lab brand as well as other brands for domestic and international markets, while ensuring healthy and safe workplaces and not violating the principles of environmental protection.

As a healthy and socially responsible company, we are constantly working to minimize risks to occupational health and safety and the environment.

We are committed to providing safe and healthy working conditions to prevent work-related injuries and health impairments. By setting annual targets, we work to continuously improve the performance of workers' safety and health. We are committed to meeting legal requirements and other requirements in the field of OH&S. We are committed to eliminating hazards and reducing occupational safety and health (OH&S) risks. We are committed to the continuous improvement of the OH&S management system;

As our employees are our greatest value, in addition to the legal one, we also have a professional obligation to provide them with a safe working environment in which they are protected from illness and injury, through the consultation and their participation and of their representatives.

Our goal is to minimize our impact on the environment through responsible and sustainable waste management and emissions, i.e. to protect the environment and optimize the consumption of natural resources that we use by taking ultimate responsibility for the effectiveness of the environmental management system by integrating the requirements for the environmental management system into the organization's business processes and ensuring that the resources required for the environmental management system are available; We are communicating the importance of effective environmental management and compliance with the requirements of the environmental management system;

We are ensuring that the environmental management system achieves its intended outcomes, by directing and supporting all employees to contribute to the effectiveness of the environmental management system.

We are promoting continuous improvement and support of other relevant leadership roles to demonstrate their leadership, as applied in their areas of responsibility.

Following market demands, we fulfil the needs of consumers for ORGANIC, HALAL and VEGAN products.

24.01.2025.

Marina Bulut