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|  | <b>Title:</b> ITT FOODS Company Policy |                 |                       |            |
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## COMPANY POLICY

### OUR PHILOSOPHY

At ITT Foods, we are consistently committed to achieving the highest standards in supplying our entire range of Halal, safe & delicious condiments and dressings including sourcing, production, packaging & distribution, thereby providing our valued customers and consumers with excellent service and premium quality products. This to us, is the perfect recipe for success!

### POLICY STATEMENT

#### HALAL, FOOD SAFETY AND QUALITY COMMITMENT

Every employee is responsible for achieving Halal, Food Safety and Quality commitments in the scope of their work including interaction with each other and all external parties, throughout the manufacturing and distribution process. We believe that employee development and security is key to producing Halal, Safe and Quality products by maintaining the highest quality and safety standards throughout the supply chain. Customer satisfaction, safety and zero tolerance for complaints & non-compliances are at the heart of the company's policy.

The policy of ITT Foods Pvt. Ltd. incorporates the following principles, virtues and characteristics:

**Quality:** We believe in 'Excellence in People, Processes, and Products'. Excellent resource and quality processing combine to provide a valued product.

**Code of Conduct:** Unethical, immoral, biased and unprofessional attitudes are highly discouraged and not tolerated at the organization. Professional dress code, punctuality and confidentiality of information as relevant is strictly observed. No discrimination whatsoever amongst employees and interested parties is tolerated on basis of gender or race.

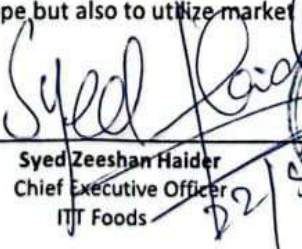
**Corporate Social Responsibility:** The company aims to achieve in due time, CSR initiatives that resonate with the stakeholders in order to give back to society and represent a conscious, socially responsible company strategy.

- **Environmental Conservation and Sustainability:** The Company stands for protection of environment by regulating waste handling and disposal. No use of excessive packaging, no spillage of toxic wastes and no harm to surrounding environment through industrial pollution are part of the company's policy. ITT Foods aims to incorporate environmentally-friendly practices as much as possible.
- **Reduction of Food Loss and Food Waste:** ITT Foods is committed to reduce food loss and food waste through effective planning, competent resource, employee training and streamlined supply chains.
- **Fair Labour Practices, Diversity and Inclusion:** We believe in dealing with all permanent and contractual employees fairly. ITT Foods aims to be as diverse and inclusive as possible in terms of its staff, and base its inductions on merit.
- **Philanthropy and Volunteer Efforts:** In future, we at ITT Foods aim to be able to give back in terms of supporting local communities and noble causes.

**Food Safety Culture:** As a food company, ITT Foods has established a food safety culture throughout the manufacturing and distribution processes. Implementation of GHPs, GMPs are at the core of food safety practices.

**System Certifications:** The aim of ITT Foods is to maintain customer trust by following all applicable legal, regulatory and statutory requirements as well as voluntary international standards. ITT Foods having its processing and products in line with FSSC-22000, PS: 3733:2022 and MS:1500:2019 guidelines

**Research and Development:** ITT Foods Pvt. Ltd. aims to stand out from the rest through continuous research and development within its scope but also to utilize market potential, explore untapped resources, and seize opportunities to grow as a company.

  
Syed Zeeshan Haider  
Chief Executive Officer  
ITT Foods

