

IDENTITY	<p>Nateo Srl produces, packages and distributes vegetable lecithins and functional blends, as well as packaging and commercialising vegetable oils, special ingredients and additives. Our mission is to create value solutions, ensuring compliance with the highest standards of quality and sustainability, in line with the specific needs of our target markets: food, baby food, pharmaceutical, animal nutrition, cosmetics and non-food.</p> <p>The adoption of quality, food safety, environmental and occupational safety management systems is a strategic commitment to promote the protection of health, the environment, the well-being of workers and a continuous improvement of our company's performance.</p>
MISSION	<p>Nateo S.r.l.'s mission is to respond to the growing demand for wellness and health through our daily efforts and the excellence of our products and processes. Together with the parent company, we work to transform selected raw materials from trusted agricultural partners into healthy, good, traceable, and certified products.</p> <p>We are committed to generate value, creating growth opportunities for our stakeholders, satisfying customer needs, and positioning ourselves at the center of a network based on quality, safety, and innovation.</p> <p>We aim to be a benchmark in the vegetable emulsifier sector, developing innovative solutions through fast, agile and responsible processes that respect the environment, people and communities.</p> <p>In synergy with the parent company, a benefit company, we pursue objectives of common benefit, promoting ethical and sustainable development.</p>
VALUES	<p>People, Passion, Quality, Customer Satisfaction and Innovation.</p> <p>Every day we work with passion, dedication and a collaborative spirit to transform carefully cultivated raw materials into quality ingredients that meet our customers' demands.</p> <p>Our work is based on values that guide our decisions and relationships with customers, employees and stakeholders, fostering a solid corporate culture geared towards shared success.</p>
RESPONSIBILITY AND DIFFUSION	<p>The Managing Director takes full responsibility for the diffusion and implementation of the corporate policy, constantly supporting the processes of development, improvement and maintenance.</p> <p>The Management promotes a corporate culture based on quality, environmental protection, health and safety at work and food safety.</p> <p>Through coherent action plans, periodically checked, and the adoption of appropriate management and operational tools, Nateo guarantees the continuous improvement of its performance.</p>
VALUABLE PEOPLE	<p>People are the beating heart of Nateo. We value skills, experience and talent, promoting an inclusive, motivating and collaborative working environment.</p> <p>Through continuous training and personal development projects, we foster a balance between the human factor, innovation and technology, recognising merit and fostering creativity.</p> <p>We work with partners and suppliers who share our values and our commitment to excellence and sustainability.</p>

COMMUNICATION	<p>Clear, consistent, and transparent communication is essential to convey our goals and values, both internally and externally.</p> <p>Internally, we promote alignment and collaboration among employees; externally, we consolidate trust and corporate reputation by building constructive relationships with all stakeholders.</p>
NATEEO IN 2025	<p>Nateeo S.r.l.'s corporate strategy aims to improve business performance, increase visibility and strengthen stakeholder trust.</p> <p>The Chief Executive Officer and the Board of Directors are committed to promoting dialogue, transparency and collaboration through effective and innovative communication and information processes; they define in their corporate strategy the objectives relating to the Integrated Management System for quality, food safety, the environment and safety at work. To this end, they undertake to provide the necessary resources, respecting the company's financial resources.</p>
NATEEO AND QUALITY	<p>The adoption of the ISO 9001 Quality Management System is a strategic choice aimed at improving company performance. The CEO has determined that the Quality Management System, adopted with a risk-based process approach, is a determining element in meeting the needs, demands and requirements of customers in global markets; therefore, he is committed to:</p> <ul style="list-style-type: none"> • continuous improvement • ensuring high quality and safety of products and services for an integrated and sustainable market • establishing, implementing, maintaining and monitoring quality parameters in line with product specifications • using measurement systems to evaluate the effectiveness and efficiency of internal management processes for continuous improvement • constantly monitor the level of customer satisfaction • guarantee non-GMO, organic supply chains and allergen-free raw materials (other than those naturally contained in the raw material), through strict controls and strong partnerships • offer Kosher and Halal certified products
NATEEO AND FOOD SAFETY	<p>Nateeo S.r.l. guarantees its commitment to compliance with all laws and regulations on food safety. Nateeo adopts an integrated food safety management system compliant with FSSC 22000 and GMP+ FSA standards, based on HACCP principles.</p> <p>Nateeo S.r.l.'s objective is to emphasise to its customers its ability to supply products for the human and animal food sector that comply with the hygienic-sanitary requirements specified in the contract/order and/or self-defined by the organisation itself, in full compliance with applicable legislation.</p> <p>We are committed to preventing Food Fraud and acts of intentional contamination (Food Defence) by promoting of a responsible food safety culture among all employees.</p>
NATEEO AND ENVIRONMENTAL SUSTAINABILITY	<p>Nateeo S.r.l. undertakes to prevent the risks of committing the environmental offences contemplated by Legislative Decree 231/01 and subsequent amendments and additions, by implementing an Organisational Model that complies with the requirements of Articles 6 and 7 of the same Legislative Decree.</p>

Nateeo S.r.l. is dedicated to minimising environmental impact, through:

- Using renewable energy sources and monitoring CO2 emissions;
- Reducing water, energy and plastic consumption;
- Promotion of regenerated packaging and sustainable logistics.

The entire production process is designed to avoid food waste, with a circular system that valorises waste for zootechnical or industrial uses.

NATEEO AND SOCIAL RESPONSIBILITY

We promote the enhancement of human capital and respect for ethical principles, as defined in the company's Ethical Code and Legislative Decree 231/2001.

We collaborate with the Banco Alimentare to support disadvantaged communities and reduce food waste, contributing to the achievement of the SDGs and European economic policies.

NATEEO AND WORKPLACE SAFETY

Nateeo S.r.l. guarantees its commitment to compliance with all laws and the prescriptions contained therein concerning the health and safety of workers. Nateeo S.r.l. ensures that all personnel involved in its activities are always healthy and safe and undertakes to pursue the continuous improvement of its management system through the implementation of procedures aimed at guaranteeing and improving health and safety in the workplace and the safeguard of the company's assets. It also undertakes to ensure that the implemented system is constantly monitored.

In detail, Nateeo S.r.l. undertakes to ensure:

- that the plants and equipment available are safe and accompanied by complete and easy-to-find information
- that working environments are compliant and controlled with respect to fire regulations
- that maintenance and control deadlines are observed by signalling systems and appropriate instructions;
- that work assigned to third parties is always managed in a punctual manner, complying with the relevant legislation;
- that the management of chemicals is controlled and adequately accompanied by procedures;
- that the road network in the plant guarantees adequate safety levels.

In addition, it provides correct information on possible dangers in the workplace, trains all internal and external personnel to ensure the correct implementation of policies and procedures in their work, and supervises and secures work environments in order to prevent accidents or occupational diseases of workers.

It also ensures the participation of workers and their consultation directly or through their representative.

This document represents Nateeo's commitment to operate with integrity, innovation and responsibility to ensure well-being, quality and sustainability in every aspect of its business.

Camisano Vicentino, 21/01/2025

Dott.ssa Silvia Santarelli
Chief Executive Officer

