



COMPANY POLICY

We are the oldest active Italian brewery and we face market developments and challenges with a forward-looking perspective, without forgetting the values rooted in our long history.

Our corporate vision places the brand Menabrea at the center, with the awareness that customer satisfaction represents our greatest success.

Our mission is to ensure that customers and consumers can appreciate our original recipe, the quality of the product, and our brewing culture.

Through our beers, we want to convey the passion we put into our work every day.

To achieve these objectives, we are committed to:

- Producing and distributing products that meet the highest standards of quality and food safety.
- Complying with legal requirements, voluntary standards, and commercial agreements with our customers.
- Protecting the health and safety of staff by minimizing risks, promoting responsible behavior, and encouraging ongoing consultation and participation by employees.
- Contributing to resource recycling by reducing waste and minimizing environmental impact through the sustainable and responsible use of resources and raw materials (both food and non-food).
- Promoting a positive culture within the company regarding Quality, Health and Safety, Food Safety, Gender Equality and Inclusion through committed leadership, continuous training and transparent, non-discriminatory communication.
- Integrating management strategies into business processes, ensuring that management systems are an integral part of operations.
- Adopting a continuous improvement approach in our Management Systems, setting S.M.A.R.T. (Specific, Measurable, Achievable, Relevant, Time-bound) objectives, monitoring results, and learning from experience.

In this context, the company recognizes three fundamental pillars, the "3M" of Menabrea:

- Measure
- Improve
- Motivate
- Applying a "risk-based thinking" approach to manage proactively problems and opportunities.
- Promoting inclusive recruitment procedures, fair and incentivizing remuneration systems, including supplementary welfare policies.
- Supporting work-life balance by encouraging parenthood, parental and family leave, as well as the return-to-work phase.
- Preventing harassment, discrimination, and behaviors that harm personal dignity.

Communication and distribution of the Company Policy

The Company Policy is communicated within the company structures and to all those working within the company. All Birra Menabrea employees are responsible for implementing this policy and must adhere to its guiding principles in the performance of their duties.

Biella, 03/09/2024

Chief Executive Officer
Franco Thedy