

## Food Safety and Quality Policy Palsgaard A/S

### PURPOSE/SCOPE

To lay down the policy for Palsgaard A/S food safety and quality management and system hereto and how this is reviewed and shared with stakeholders.

### POLICY IN SHORT/ PRINCIPLES

In Palsgaard we are committed to deliver high quality products and services to our customers by complying to the ISO 9001 and FSSC 22000 quality standards and deliver on our food safety and quality objectives

- We produce safe products, controlled through risk assessments and risk management of our processes
- Our employees who handle food safety and quality-related tasks are trained
- We ensure communication internal and external when relevant
- We strive to continually improve of our quality management system
- We ensure compliance to local required food safety and quality legislation and standards

### CONTENT

Palsgaard A/S has the following business foundation:

- to produce and market food ingredients and bio-speciality additives in accordance with our customers' and authorities' requirements for food safety and quality
- to be an internationally known and recognized supplier of ingredients to the food industry and other industries
- to provide a qualified process technology service in the use of Palsgaard's products
- to be able to dynamically and systematically develop new products
- to have efficient and well-functioning production facilities, which are continuously upgraded

By using the quality system as a management tool, Palsgaard A / S will create a connection between visions, strategy, goals and activities.

The quality management system must include management of all relevant processes with an impact on quality and food safety. It must be ensured that the employees who handle food safety and quality-related tasks have the right competencies for the quality system to be efficient. Management will actively follow up on achieved results and work to improve the quality system so that the goals are achieved.

We want to ensure that any risk factor, which is important for food safety is identified, assessed and managed, so that Palsgaard's products, when correctly used, are not a cause of harm to consumers. We will do this taking into account Palsgaard's position in the food chain, which is two links or more behind the consumer.

It has been decided that the company's management system must live up to the requirements of the current version of the FSSC 22000 and ISO 9001 standards (PACN and PABR only FSSC 22000). Local required legislation and standards for food safety and quality must be included as well. Where palm oil is used, it is certified by RSPO (Roundtable on Sustainable Palm Oil) whenever possible. This includes:

We will ensure the construction and implementation of an efficient HACCP system that ensures systematic management at all stages from the purchase of raw materials to the delivery of finished products to our customers.

Through a risk-based approach, we will manage the quality control points (QCP) that can have a significant impact on the efficiency of internal workflows or the customers' experience of Palsgaard products and services.

We will ensure effective communication channels via the local and global Food Safety organization, so that changes, innovations and new requirements are continuously captured and managed.

The company will, through dialogue with customers, and by systematically seeking out and collecting customers' assessments and wishes regarding Palsgaard's activities, define and implement action plans. With transparency in Palsgaard A/S business processes and their dependencies, the management will optimize the quality management system, so that the employees can best fulfill their task towards the customers.

Palsgaard A/S and the local production facilities will support this policy by setting measurable goals for food safety and quality, which are regularly followed up and focused on driving continuous improvement. Each production site operates a quality management system, while a Global management system is being developed 2022-2024.

Palsgaard A/S is aware of the obligation to communicate externally in relation to established food safety problems. This includes suppliers and customers as well as other relevant parties such as local authorities. The purpose of the communication must be, as far as possible, to prevent consumers from being exposed to food safety risks and quality deficiencies.

We want to ensure that this policy continues to suit the company, and that all company employees understand the principles of Palsgaard's policy for food safety and quality and have knowledge of goals relevant to the relevant part of the organization. We will ensure that the most important internal communication channels are defined and used for this purpose.

This policy is assessed at least annually by the Palsgaard A/S Executive Board and the document is approved electronically by the CEO. The Global QEHS Director is responsible for the annual review.