INTEGRATED MANAGEMENT SYSTEM POLICY

AUTOGRILL HELLAS, member of Avolta Group, operates in the preparation and sale of food products, as well as in the sale of packaged food and beverages at its stores. Recognizing its responsibility towards consumers, employees, customers, partners, society and the environment, Top Management establishes, implements, maintains and improves an Integrated Management System in accordance with the applicable requirements of ISO 14001, ISO 22000 and ISO 45001.

To achieve the aforementioned, the Company is committed to:

- comply with applicable legislation and the regulatory, contractual, customer and other requirements it has accepted in relation to the Environment, Food Safety and Occupational Health and Safety, applying, where necessary, stricter internal requirements to protect consumers, employees, the environment and society
- provide safe food through a hazard analysis-based approach and the implementation of appropriate prerequisite programmes, with particular control of hygiene, temperatures, allergens, the suitability of infrastructure and equipment, traceability and supplier performance
- maintain a proactive approach for incidents and emergency situations that may impact Food Safety, as well as for timely withdrawal or recall of products
- protect the Environment, including preventing pollution through the efficient use of energy, water and raw materials, preventing and handling waste properly, recycling and managing refrigerants and chemicals responsibly
- reduce progressively the environmental impacts associated with packaging, procurement and business activities, and take into consideration climate change, the sustainable use of natural resources, biodiversity and the cycle of life
- provide safe and healthy working conditions with the aim of preventing work-related injuries and accidents
- identify hazards, eliminate sources of danger and reduce related Occupational Health and Safety risks through appropriate technical, organizational and operational measures
- strengthen incident prevention, reporting of hazards and near misses, work safety of contractors, and preparedness to emergency situations
- ensure the consultation and active participation of employees and, where they exist, their representatives
- ensure the competence, training and awareness of personnel and provide the necessary resources and clear responsibilities for the effective operation of the Integrated Management System
- maintain appropriate internal and external communication channels and cooperate with employees, suppliers, contractors, partners, authorities, customers and other interested parties

- define and review objectives, monitor performance indicators, evaluate compliance and the effectiveness of controls, conduct audits, and implement corrective and improvement actions; and
- continually improve the Integrated Management System, environmental performance, Food Safety performance and Occupational Health and Safety performance.

This Policy provides the framework for setting the relevant objectives, is communicated and implemented at all levels of the Company, is maintained as documented information and is made available to relevant interested parties. It is reviewed at planned intervals and whenever significant changes arise in the organization, its activities, requirements or operating context, so that it remains suitable and current.

Signature:  Date: 01 / 06 / 2026