



MONTENEGRO
QUALITÀ ITALIANA, DAL 1885

Health, Safety & Environmental Policy

"Act as if what you do makes a difference. It does."

"Agisci come se le tue azioni potessero fare la differenza. La fanno."

William James

Introduction

Gruppo Montenegro is an organisation strongly committed to operating in accordance with a Sustainable Corporate Vision, aimed at supporting *"Quality of Life, throughout the day"*.

Topics related to *"Health and Safety protection on the job & Environment"* (hereinafter HSE) occupy a key position in this regard, from the point of view of both Community and Consumers, and in terms of the Quality of Life of its Employees, with specific reference to:

MONTENEGRO Srl, the **Spirits Division** of Gruppo Montenegro operates in the alcoholic beverage production sector, as well as in the distribution of premium spirits brands. Its headquarters are located in Zola Predosa (BO), while its manufacturing activities take place in the plants at San Lazzaro di Savena (BO), Teramo (TE) and Venezia (VE).

BONOMELLI Srl, the **Food Division** of Gruppo Montenegro operates in the production sector of Infusions, Flours, vegetable Oil, Spices and Flavourings. Its headquarters are located in Zola Predosa (BO), while its manufacturing activities takes place in the plants at Dolzago (LC), Zola Predosa (BO) and Foggia (FG).

Our HSE Policy is updated every year, based on the company's Corporate Vision, the related KPI Objectives and to HSE targets which have been set by the Group.





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Background and strategy

Gruppo Montenegro combines Quality Control and Food Safety activities with actions aimed at managing and reducing its Environmental impact, as well as to ensure Health and Safety on the workplace, achieve continuous improvement of company performance levels, possibly through the on-going involvement of its Stakeholders.

Gruppo Montenegro is committed to developing products for the food and spirits sector in a way which is mindful of the Environment and of all Employees working on behalf of the Organisation.

The implementation of an HSE Integrated Management system and the choice of strategic planning tools by Gruppo Montenegro entails the following:

- meet all requirements and maintain conformity with the laws and regulations in force, as well as with other undertakings signed on a voluntary basis, related to Environmental elements and to all aspects of its Employees' Health and Safety
- conduct a careful Analysis of the Context in which the Organisation operates from an HSE perspective, with a view to properly managing the relevant changes
- select an approach based on Risk Assessment to manage the company's Business in a preventive and proactive way, also integrating Environmental elements and those related to the its Employees' Health and Safety
- choose technical-management measures to strike the right balance between Sustainability and Productivity, in order to prevent industrial accidents, injuries and diseases
- guarantee safe and healthy conditions on the workplace, protecting its Employees by eliminating hazards and containing risks for Health and Safety
- contain any environmental impacts, prevent pollution and protect the Environment



MONTENEGRO
SPIRITS DIVISION



BONOMELLI
LIQUORI DIVISION



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LIQUORI DIVISION



- assign the necessary responsibilities and authority to achieve corporate objectives, making sure that anyone involved is always duly informed and trained about Health, Safety and Environmental risks
- promote the involvement and cooperation of the various company Stakeholders, then implement in-house and external communication instruments in order to ensure a rapid, efficient and effective response with specific regard to any needs emerging on the part of the said Stakeholders
- refer to and use suitable instruments for involving Employees and their Representatives in the management of Environmental, Health and Safety aspects
- monitor and assess the Environmental, Health and Safety performance of its Employees.

Group Objectives

Based on the strategic elements selected and on the outcomes of the organisational Context Analysis, Gruppo Montenegro has established the following priority action areas for its HSE Integrated Management System:

- select a *digital transformation* programme and develop corporate tools aimed at the management and precise control of all HSE-related issues, in order to optimise the efficiency, effectiveness and accuracy of the various processes and data
- precise monitoring of the company's HSE performance by choosing specific KPIs and the related Targets
- increase the level of involvement of the Group's Employees and Stakeholder in respect of HSE-related topics



- optimise the definition and management process of its Human Resources' competences and skills, possibly through specific programmes aimed at spreading *HSE* culture in our production plants
- increase the efficacy, effectiveness and accuracy of procedures and operating instructions making them available to Employees and company Stakeholders in general
- stepwise selection and finetuning of integrated operating instruments (Safety-environment-Quality) targeted to the growth of the corporate Management System
- upgrade all monitoring processes on the use of natural resources (energy, water, etc...) aimed at developing programmes for making the company's plants and equipment more efficient in that regard
- reduce the environmental impacts related to product packaging through the design and use of packaging materials which allow for sorting and recycling
- implement an effective control system for our supply chains and suppliers from an HSE perspective
- establish a structured communication pathway for Sustainability-related topics.

Gruppo Montenegro is committed to guaranteeing the necessary resources in order to implement its own HSE Integrated Management System effectively and efficiently by promoting all actions aimed at raising awareness and involving all its Staff and external Stakeholders in the relevant goals.

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For the plants in Zola Predosa (BO), San Lazzaro di Savena (BO), Teramo (TE), Venezia (VE), Dolzago (LC) and Foggia (FG), several Objectives and programmes for improvement have been identified based on organisational Framework Analysis with the following strategic elements in mind:





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- reduction of risks related to Infrastructures (HQ and offices)
- reduction of risks related to Infrastructures/Plants/Machinery/Equipment and risks associated with ergonomics
- as regards the plant in San Lazzaro di Savena (BO): prevention of Relevant Incidents (PRI) through continuous involvement of its Employees, by monitoring dedicated indices and selecting improvement targets
- more in general, upgrading the work Context with regard to HSE-related elements.

Zola Predosa (BO), 02/10/2023

Gruppo Montenegro
the Legal Representative

Sergio Fava



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