

	<b>Company Policy</b>	CP-8100
	<b>Quality policy statement</b>	Datum: 14-1-2026 Versie: 2 Eigenaar: Corporate QA

## 1. General

Royal A-ware (hereinafter referred to as A-ware) has embedded quality, (food) safety, legality and authenticity as key priorities in its quality policy. This policy is designed in such a way that continuous improvement is pursued.

### 1.1 Mission Royal A-ware

Winning together in the market by building the most profitable and sustainable chains in Agrifood with chain partners. 'The shortest route from consumer to cow'.

## Koninklijke A-ware Food Group = Royal A-ware



### 1.2 The core values

- We are **entrepreneurial, driven, flexible and quick to adapt**.
- We invest in the development of the **entire chain**, from the consumer to the farm.
- We are committed, reliable and value **long-term partnerships** to make our chain even better, more efficient and more sustainable.
- We work from **consumer to cow**: the customer's request is always our starting point for a creative, tailor-made solution.

### 1.3 Product requirements / basic principles

- Both foodstuffs and animal feed products must be safe and marketable and consumable without risk.
- Both foodstuffs and animal feed products must meet the requirements (specifications, legality, soundness and authenticity) of government, certification and claim guidelines and customers.

The products manufactured by A-ware comply with the applicable laws and regulations in the country of production as well as in the country of sale. Developments in legislation and regulations are monitored through our memberships in national and international (industry) organisations, including: NZO, Gemzu, BCZ, ZuivelNL, GMP+ International, Ovocom, and others. In addition, we actively follow various media, including newsletters from experts in the sectors we supply and information sources from the European Commission, such as RASFF notifications and the Monthly Summary of Articles on Food Fraud and Adulteration. Consulting professional literature, attending trade fairs and conferences, conducting internal and external audits, participating in industry organisation consultations and regular assessments by external independent bodies complete the information provision, which is made accessible via our intranet and actively communicated via an internal newsletter. If category 2 or category 3 material is delivered, this will be stated on the product. The necessary systems are in place to dispose of these residual flows in a responsible manner to a certified GMP+/FCA processor (category 3) or category 2 processor. A-ware does not produce or trade in category 1 material.

Our products are safe to consume thanks to the application of the Hazard Analysis and Critical Control Points (HACCP) methodology, provided that the information stated on the packaging and any accompanying documents is taken into account. The products meet the

	<b>Company Policy</b>	CP-8100
	<b>Quality policy statement</b>	Datum: 14-1-2026 Versie: 2 Eigenaar: Corporate QA

requirements set out in the internal product specifications and the agreed external customer specifications.

In the unlikely event that it becomes necessary to recall products from the market, A-ware has the systems in place to do so. The systems for recalling products from the market are tested at least once a year, as a mock recall.

A-ware is aware of the fact that employees play an important role in the production process. Food safety culture is an important aspect of this, with the aim of raising employee awareness of food safety to the highest possible level. An annual survey is conducted among staff to gain insight into the level of awareness and to take targeted action based on the results.

Internal training courses via e-learning through A-ware Academy, training programs, and external training courses contribute to the personal development of employees. A-ware informs employees about (food) safety, quality policy, and quality issues through, among other things, work meetings, the staff magazine I-ware, the intranet, screens at various locations in our sites, and an internal social media application that is widely promoted within the organization.

#### **1.4 Responsibility with regard to ethics and employees**

A code of conduct has been drawn up within the HR policy with regard to ethical and personnel responsibilities. All permanent and temporary employees of A-ware must comply with the code of conduct and sign it to indicate their agreement. The code of conduct is part of the employment contract and includes, among other things, how to interact with colleagues and customers.

The code of conduct covers food fraud, food defense, and the possibility of anonymously reporting abuses relating to the safety, authenticity, quality, and legality of products.

#### **1.5 Whistleblower policy and confidential advisor**

A-ware has a whistleblower policy in place. If an employee suspects misconduct, which may involve actions or omissions that violate legal regulations, waste public funds, or pose a threat to product safety, quality, authenticity, the safety of employees, the environment, and the proper functioning of the organization, they can consult a confidential advisor (confidential advisor) in confidence.

#### **1.6 The quality systems**

All A-ware production sites are certified in accordance with a GFSI (Global Food Safety Initiative) standard. All sites comply with at least the FSSC 22000 standard, with the BRC standard being applied where explicitly necessary. The aim is to phase out IFS entirely. Depending on the activities and products at the relevant A-ware locations, the locations are certified for the following claims, among others: GMP+, FCA, Halal, Kosher, Free Range, Better for Nature and Farmers, Organic, VLOG, Cow Conscious, Product Authenticity, and/or Vegetarian and Vegan Products.



	<b>Company Policy</b>	CP-8100
	<b>Quality policy statement</b>	Datum: 14-1-2026 Versie: 2 Eigenaar: Corporate QA

### 1.7 General objectives

Within A-ware, annual general objectives are set. These apply to all locations and are considered minimum targets that must be achieved and monitored. The status of these objectives is monitored via the division and corporate structure.

A-ware locations may also set specific additional annual objectives. The general objectives for 2026 are:

- Carry out all production activities in accordance with laws and regulations.
- Maintain EU approval numbers for all A-ware locations.
- Obtain and/or maintain FSSC 22000 and any additional BRC certification.
- Maintain all other (customer) required claim and standard certificates.
- Control food safety risks for all product groups.
- Conduct an annual food safety culture survey, including an action plan.
- Set up and embed the Corporate QA structure, including:
  - The installation and demonstrable commissioning of:
    - the corporate specification system,
    - the corporate recall management system,
    - the corporate HACCP and VACCP policy,
- Demonstrable completion of all process validations and verifications.
- Further implementation and management of Business Continuity Management System (ISO-22301) for selected A-ware locations..

### 1.8 Review of the quality policy

A-ware implements its policy by laying down procedures, instructions, tasks, responsibilities, and authorities in the quality management system. Where corrective actions, verification procedures, customers, or internal audits indicate that operational improvements are necessary, these aspects are investigated and evaluated and, where necessary, adequate resources and facilities are made available to improve and guarantee food safety and product quality.

The results of the policy implemented are evaluated annually for each location by means of a management review. Where necessary, the objectives and/or policy will then be adjusted or additional measures will be taken. The consideration for adjustment may also be of a technical, economic, or legal nature.

A report is prepared for the management team for each period, with QSHE input from all locations. This informs the management team about what has been achieved, the focus areas, the challenges and risks, and the topics that deserve attention.

### 1.9 Resources

The management provides financial and human resources for the establishment and maintenance of the quality policy. The management of A-ware has decision-making authority and will make the resources necessary for the establishment, implementation, and maintenance of the quality systems available in a timely manner.

A-ware is convinced that compliance with the above policy will result in the delivery of safe, sustainable, fair quality products that meet the requirements and expectations of our customers.

The management is responsible for ensuring compliance with the aforementioned policy. By signing this document, it also commits itself to implementing this policy and continuously improving it.

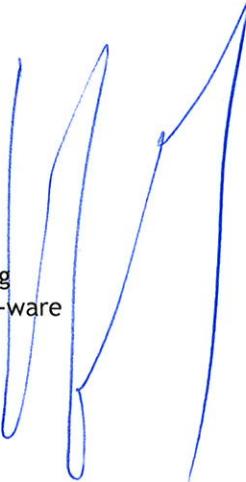
Dit document is vertrouwelijk. Een geprint exemplaar is ongecontroleerd, de meest actuele versie is te vinden op het QDMS van Royal A-ware.

	<b>Company Policy</b>	CP-8100
	<b>Quality policy statement</b>	Datum: 14-1-2026 Versie: 2 Eigenaar: Corporate QA

Signed for approval:

  
 Koninklijke A-ware Food Group B.V.  
 Catarina 1  
 1358 CC Almere  
 088-7381000

Ferry Out  
Director QSHE

  
 Klaas de Jong  
COO Royal A-ware

