

ENERGY POLICY

SOHI MEAT SOLUTIONS

SOHI Meat Solutions – Distribuição de Carnes, S.A. operates a preparation unit, producing sliced and minced meat; Freezing; Fresh meat packaging and cold storage of beef, pork, sheep and goat meat, solipeds, poultry, wild and exotic birds; Sliced and minced meat products; Hunting birds and lagomorphs.

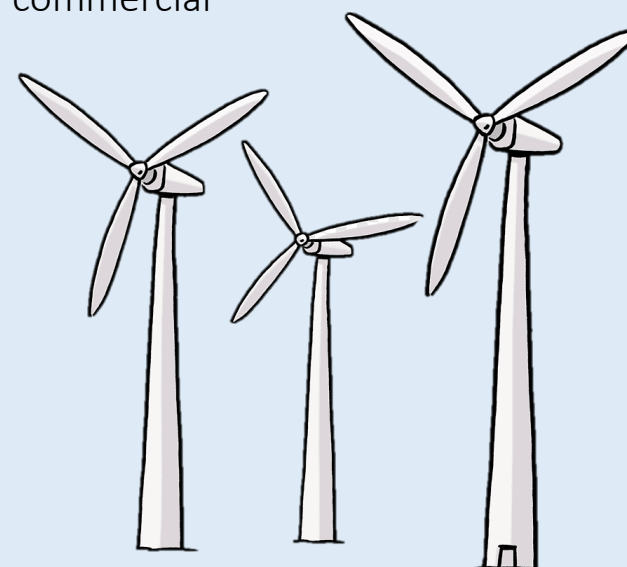
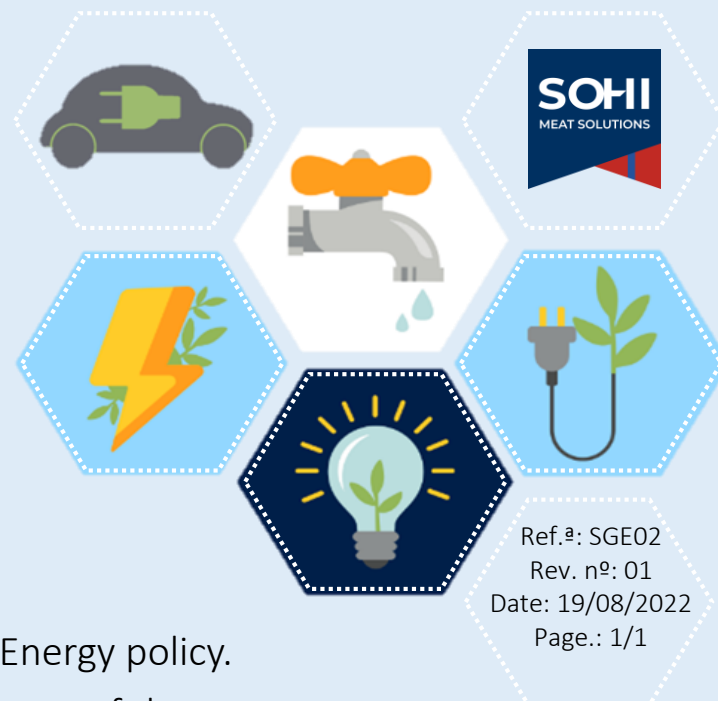
SOHI recognizes that excellence in energy performance is essential for the business's continued success, ensuring compliance with the Energy policy. Energy programs and energy performance standards are an integral part of the planning and decision-making process.

To achieve this, SOHI is committed to the following:

1. Comply with all applicable legal requirements and above, relating to the usage and consumption of energy;
2. Establish and maintain an efficient energy management system;
3. Outline energy goals and targets and review them annually as part of a continuous improvement and Energy Management System (EnMS) improvement process;
4. Ensure the availability of information, training and resources necessary to achieve objectives and targets;
5. Ensure the necessary competence for the efficient implementation and maintenance of the EnMS;
6. Implement energy consumption improvements that provide a viable economic return on investment without a negative impact on the safety of personnel, product, facilities or the environment;
7. Continuously improve the energy performance of its activities;
8. Raise awareness among all employees of the usage of energy. Creating engagement at all levels, encouraging, guiding and supporting them to act in accordance with this energy policy;
9. Support the purchase of energy-efficient products, designs and services to improve energy performance.

Top Management ensures that the Energy Policy meets the objectives of the business. The desire to implement this project comes from different operational and commercial aspects of the Hilton Food Group and Sonae MC Group.

All the targets of this Policy are based on measurable objectives, Designed by the Energy Management Team and approved by Senior Management Team (SMT).



ENVIRONMENTAL POLICY



ENNAE

ENVIRONMENTAL POLICY OF SONAE



SONAE is aware that **all human activities lead to impacts on the Environment.**

SONAE recognizes that the **environmental performance of its activities, products and services are an integral part of its Social Responsibility**, as a benchmark company in the value chain of the markets in which it operates.

SONAE believes **that the constant search for outstanding environmental performance** not only constitutes a factor of differentiation but also is a fundamental condition for the sustained and sustainable development of its businesses.

SONAE is determined to **reconcile economic and social development with the protection of the environment**, thus contributing towards global Sustainable Development, and operating in an environmentally responsible manner.

SONAE publicly commits **that will carry out their business according to the following principles:**

- **Integrate** Environmental Management into the overall management of the Company, using eco-efficiency as a management benchmark;
- **Comply** with applicable environmental legislation and regulations, and the environmental commitments that it has made, seeking to anticipate the introduction of new legal requirements;
- **Continuously improve** the environmental performance of its activities, products and services, seeking to anticipate and reduce in a systematic way the related environmental impacts, and favouring the adoption of best practices available;
- **Use** natural resources and energy rationally and efficiently;
- **Minimise** waste generation, and favour the reuse and recycling of waste, ensuring that the remaining waste is sent to an appropriate destination;
- **Ensure** that environmental values are integrated into the evaluation of new projects and into decision making that is relevant for the future of the businesses;
- **Measure, Monitor and Evaluate** continuously the environmental performance of the company and of the premises where it operates, in the light of pre-established management objectives;
- **Influence** suppliers of products and services to have environmentally responsible behaviour and practices;
- **Increase** the awareness of and train all employees, increasing individual and collective environmental knowledge and competencies;
- **Cooperate** and contribute towards developing public or private policies and government programmes, and develop, encourage or participate in initiatives involving customers or the community at large (town councils, NGOs, schools), who also aim to protect the environment;
- **Communicate** periodically to employees, suppliers, consumers, investors and other stakeholders in an open and transparent way about the environmental performance of the company.

Paulo Azevedo
CEO Sonae
February 2009

MC			Code: IP FPS 01	IP review: 09															
Facilities Environmental Management System																			
Title: Environmental Requirements for Suppliers and Service Providers			Date: 10.20.2022																
Made by: Sustainability Department		Reviewed by: Sustainability Department	Approved by: Sustainability Department																
Environmental Requirements			Suppliers and service providers																
			chemical product suppliers	Maintenance services	Equipment maintenance, air conditioning, refrigeration and heat pumps	freight transport	Goods/equipment suppliers	Cleaning services	waste operators	Environmental monitoring	Groundwater abstraction	Cleaning wastewater drainage system	Calibration of measuring and monitoring devices	Medical services	Construction	Safety	Training and Awareness	All	
General aspects	* There is no news, prior to the award, of non-compliance with the applicable environmental legislation.																	X	
	Maintain maximum organization, tidiness and cleanliness during the intervention.																	X	
	*Whenever something happens anomalous situation or any accident with negative environmental repercussions (eg spillage of chemical products or waste), report immediately to Installation Manager / Area Manager or Environmental Coordinator.																	X	
	* Entity with an EMS certified by the ISO 14001 Standard. Preferential condition.																	X	
Licenses / Authorizations	* Contracts with waste stream/row management entities (eg Sociedade Ponto Verde (SPV), Sogilub, ERP, Amb3E).					X													
	Permit granted by the Construction and Real Estate Institute (INCI) to civil construction companies (execution of works and civil works). The execution of works and civil works are subject to a license in accordance with Decree-Law n.º 555/99, of December 16th, republished by Law n.º 60/2007, of September 4th. For works subject to a license, require the Construction and Demolition Waste Prevention and Management Plan (RCD), in accordance with Decree-Law No. 46/2008, of 12 March. Environmental Control Plan or other environmental management practices on site. For works carried out on Saturdays, Sundays and weekdays between 8 pm and 8 am, a special noise permit is required, issued by the respective Municipality (according to Decree Law No. 9/2007, of January 17)														X				
	* Entities licensed to transport of goods on behalf of others with a permit issued by the official entity					X			X		X			X					
	* Entities licensed to transport, storage, treatment, recovery or disposal operations of waste, including construction and demolition waste - Submit proof								X		X			X					
	* Entities that carry out research, capture and assembly of underground water extraction equipment must present a valid license under the applicable legislation.										X								
Waste	Separation / Storage	* Separate the waste produced by type / row and proceed with the packaging of the waste in specific containers and appropriate and duly identified.	X	X	X			X						X	X	X			
		* Store waste in specific areas defined for this purpose.	X	X				X	X					X	X	X			
	Transport	* Ensure that the conditions of road transport of waste 145/2017, of April 26: packaged in watertight packaging, transport in bulk in a closed box vehicle or an open box vehicle with the load duly covered, storage in the vehicle in order to avoid displacement and ensure action in case of spillage.	X	X					X		X			X					
		* Ensure that each shipment of waste is accompanied by an Electronic Waste Tracking Guide (e-GAR).	X	X	X				X		X			X					
Final destination	Ensure that the storage, treatment, recovery and disposal operations carried out are carried out by licensed entities, in accordance with the legislation in force.	X	X	X				X		X			X						
	* Upon completion of work, remove all materials, equipment and waste, taking responsibility for the final destination of those that are not separated into the Facility's containers.	X	X	X	X	X	X	X		X			X						
Chemicals	Acquisition / Use	* Deliver, at the beginning of the work, a list of all the chemical products that will be used during the service, as well as the safety data sheets for the products in question. The packaging of chemical products must comply with the legally defined labeling rules.	X	X					X								X		
		* Do not acquire/use substances with a significant environmental impact, namely those prohibited by legal requirements (eg chlorofluorocarbons, halons, hydrobromofluorocarbons, carbon tetrachloride, mercury, PCBs, asbestos, radioactive materials).	X	X	X			X	X	X	X		X		X	X			
Residual waters	General aspects	* Ensure the installation of secondary containment in specific areas intended for the storage of oils, fuels or other chemical products in a liquid state.		X					X					X					
		* Do not dump solid/liquid waste (eg oils, fats, among others) and/or chemical products in wastewater and rainwater drainage systems.	X	X	X	X			X	X	X		X		X	X			
Gaseous emissions	Vehicles	* Prioritize the use of vehicles with an average age of 4 years, not exceeding 5 years individually.				X											X		
		* Carry out periodic maintenance and overhaul of heavy-duty vehicles, in order to control exhaust gas emissions.				X											X		
		* Minimize the emission of dust.															X		
Refrigeration gases	Stationary refrigeration, air conditioning, heat pump and refrigerated truck and trailer refrigeration equipment containing certain fluorinated greenhouse/ ozone depleting gases	Comply with current environmental legislation on fixed refrigeration equipment, air conditioning, heat pumps and refrigeration units for refrigerated trucks and trailers containing certain fluorinated greenhouse gases, namely with regard to periodic leak checks, repairs to leaks, certified companies, qualified technicians and technical requirements and documents relating to intervention in legally defined equipment.			X	X													
		* Forward to a licensed waste management operator equipment from MC Facilities that reaches the end of its life and becomes waste, directly or through entities responsible for a management system for specific waste streams.			X														
		Comply with environmental legislation on refrigerant fluids (freons), carrying out periodic checks of regulated substances, in accordance with the provisions of the applicable legislation, in the equipment placed in MC's facilities.			X		X												
		* Provide equipment containing labels and complying with additional labeling requirements for products and equipment containing fluorinated greenhouse gases in accordance with current legislation.					X												
Noise	Equipments	* Equipment for outdoor use must bear the CE marking and sound power level indication.		X					X	X						X			
		* Minimize the production of noise by machines/equipment.				X					X								
Monitoring	General aspects	* Ensure that the method used for the parameter to be analyzed or for the device to be calibrated is accredited by the Portuguese Accreditation Institute (IPAC).								X			X						
		Measurements according to the NP 1730-1:1996 Acoustics standard. Circular from the Portuguese Accreditation Institute (IPAC) - "Transitory accreditation criteria relating to the representativeness of samples in accordance with Decree-Law No. 9/2007". Assessment according to DL 9/2007 of January 17th. Sound Level Meter Calibration Certificate.								X									

Food Safety Policy

A Management and Quality Management of “SOHI Meat Solutions – Distribuição de Carnes, S.A.”

- 1) It intends to apply the FSMS to all products and processes for which the company has been licensed, ensuring its implementation in the preparation, production of meat and minced meat preparations, freezing, packing of fresh meat and refrigerated storage of beef, pork, sheep/goat, solipeds, poultry, wild and exotic game. Prepared meat and minced meat. Cutting and slicing of poultry and lagomorphs.
- 2) As a meat preparation company and supplier of the market leader in modern distribution it is your obligation to raise the bar of quality and food safety of your products by applying good manufacturing practices and the best technologies.
- 3) It aims to establish relationships of partnership and trust with its raw material suppliers (meat or vegetarian), ingredients and packaging, since these are fundamental in obtaining a finished product with Quality and Food Safety, establishing with them a permanent communication.
- 4) It considers that food quality and food safety are two fundamental concerns, so that it meets the highest standards and guarantees absolute rigor in the control of the relevant hazards and their working procedures.
- 5) It is aware that all productive activities are conducive to the final product, by ensuring a strict control over daily volumes of production and distribution.
- 6) It intends to carefully follow the legislation in force and the requirements defined and agreed with customers.
- 7) It is determined to reconcile the development of new products with the increasingly demanding of the final consumer, presenting a varied range with a high level of food safety.
- 8) It aims to create an enabling environment to innovation and continuous improvement, whether in the processes, products and effectiveness of the food quality and safety management system.
- 9) It intends to train all the people involved in this project so that food safety is properly perceived. It intends giving all employees the skills in the field of food quality and safety.

In summary, according to its role in the food chain, it is the objective of “SOHI Meat Solutions – Distribuição de Carnes, S.A.”, to meet the expectations of customers and shareholders, presenting competitive, safe and innovative products with the best service level.

The top management ensures that the food safety policy meets the objectives of the business, since the desire to implement this project stems from the different operational and commercial aspects of the Sonae Group and Hilton.

All the assumptions of this policy are based on measurable objectives, drawn up by the food safety team and approved by Top Management and Quality Management.

Elaboração: DCQ	Aprovação: ESA	Validação: Direção da SOHI
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EMERGENCY

In the event of an emergency, an internal team is activated, whose mission is to take the necessary steps to control and manage the emergency situation.

TOTAL EMERGENCY

CONTINUOUS EMERGENCY SIREN RING

EVACUATION

Leave, without running, follow the escape route and the directions from our Emergency Team: Alpha Group - Evacuation;



Go to the Meeting Point (outside, next to Security) and do not leave without authorization.



Keep escape routes and firefighting equipment clear.



All incidents or accidents must be reported immediately to Sohi.



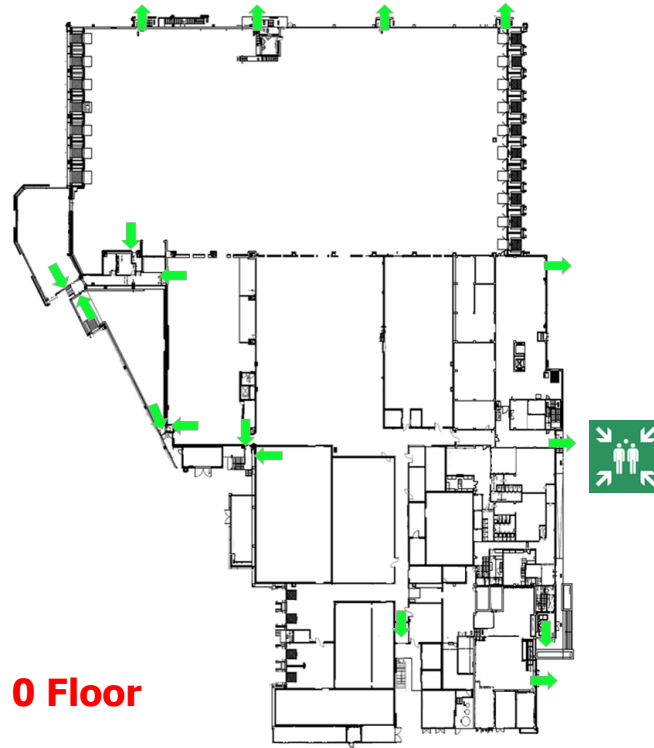
In an evacuation, it is forbidden to go back without authorization.

CONTACTS

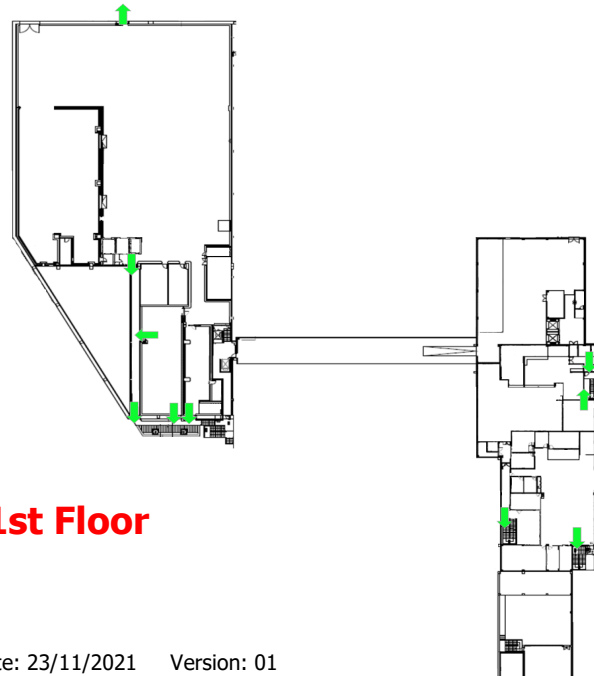
SECURITY: +351 243 377 330

SOHI HOST:

EMERGENCY PLANT



0 Floor



1st Floor

Date: 23/11/2021 Version: 01



WELCOME

YOUR SAFETY AND THE SAFETY OF OUR PRODUCTS IS VERY IMPORTANT TO US

PLEASE READ CAREFULLY AND FOLLOW THE INSTRUCTIONS CONTAINED IN THIS LEAFLET



Sohi Meat Solutions, Distribuição de Carnes, SA
Quinta do Mocho
Zona Industrial de Santarém
2005-002 Santarém



GENERAL RULES

It's **forbidden** to distract operators while performing their tasks.



It's **forbidden** to manipulate machines and work equipment.

It's **forbidden** to leave the host of the visit and the defined routes.



Be aware of the circulation of workers, goods and vehicles.

During circulation, pay special **attention** to the presence of residues.



It's **forbidden** to obstruct access to fire-fighting and emergency equipment, paths and emergency exits.



It's **forbidden** to take pictures, film and use audio equipment.



It's **forbidden** to use the cell phone (in production area).



It's **forbidden** to smoke outside the designated area or make fire inside the premises.



It's **forbidden** to make fire and a Work Permit is mandatory before carrying out hot work.



It's **forbidden** to drive more than 10 km/h.

SAFETY

**THE SAFETY OF ALL,
DEPENDS ON EACH OF US**

PERSONAL PROTECTIVE EQUIPMENT

**During your stay at SOHI, you must
always wear personal protective
equipment**

Inside:



PROTECTIVE HELMET

PROTECTIVE FOOTWEAR



HEARING PROTECTION
(in the indicated workplaces)

Outside:



HIGH VISIBILITY VEST

ENVIRONMENT

At Sohi, there is a set of rules and behaviors that you must comply.



- Make a conscious and rational use of the resources: Energy and Water.

- Alert if you find a water leak.

- Do not leave taps open or dripping.



- Do not throw waste on the floor. It must be properly separated.

- Vehicles must circulate with the box closed and/or covered to prevent falling materials and emission of dust.

- In the event of a spill (chemical products), you must immediately inform Security and proceed to solve it.

ACTION IN CASE OF SPILL:

•**Isolate** the affected area with suitable means;

•Namely absorbent powder and **bags to place the hazardous waste**;

•The waste chemical of spills are considered hazardous, so they must have a **appropriate final destination**.



FOOD SAFETY



It is **mandatory** to use disposable PPE inside the manufacturing unit and cover all personal clothing.



Whenever you use the toilets, it is **mandatory** to remove the disposables.



It is **mandatory** to use protection in the shoes and the cleaning of boots/shoes in the washer soles when entering the manufacturing unit.



Frequently **wash** your hands and when entering the unit.



It is **forbidden to wear** rings, threads, bracelets, watches, earrings, and piercings.



It is **forbidden** to transport, eat and drink inside the premises (including sweets and chewing gum).



Contact with food products is **forbidden**.

Inform the person responsible if you suffer from any contagious disease.

Wounds, cuts on the hands must be protected with a bandage and wear gloves.

It is your responsibility (outside team) to ensure and control that all the equipment you bring is in good condition, and to ensure that nothing is lost.



Do not leave your equipment in work areas and keep it properly tidy. This should not be easily accessible.

Seal and isolate work areas so that there is no cross contamination with products and work areas.