

CULTURE PLAN

COLEFRUSE INTERNACIONAL



SISTEMA DE GESTIÓN ESG

SUSTAINABILITY AND CSR DEPT | VERSION 03

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1. Introduction

The corporate culture of COLEFRUSE INTERNATIONAL constitutes the framework that guides our strategic, operational and organizational decisions in accordance with the current Integrated Policy.

This Culture Plan aims to consolidate the 2026-2030 Sustainability Strategy through a coherent corporate identity, promoting behaviors aligned with our values and ensuring that all stakeholders understand and share our commitments. All of this is focused on guaranteeing the quality and safety of our products, promoting sustainable practices, and protecting our employees and the environment. This document is not a recent or innate concept, as it has been adapted over time to meet internal and external needs in response to social, economic, and environmental changes.

2. Fundamental elements

The main aspects we must develop in this plan are our vision, values and mission, which we will communicate to all interested parties.

VISION: To be a leading organization in the sustainable processing of almonds, recognized for its excellence in quality and food safety, its environmental commitment and its positive impact on people and society.

Colefruse International upholds the following **VALUES:**

- **Environmental**
 - Sustainability and environmental care
 - Responsible use of resources
 - Reduction of emissions and waste
- **Social**
 - Respect for labor rights, safety and health of people, promoting the physical, mental and emotional well-being of workers.
 - Diversity and inclusion
 - Positive impact on the community, by carrying out various actions and initiatives.
- **Governance**
 - Compliance with standards in all actions, operations, and processes
 - Ethics and responsibility in decision making
 - Transparency in all types of communication
 - A responsible team that exemplifies corporate principles.

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- **Commitment to stakeholders**
 - Consideration of the entire value chain (suppliers, workers, customers...)
- **Safety**
 - HACCP Analysis
 - Compliance with good hygiene practices

MISSION: *To achieve a Safe, Healthy and Sustainable food committed to all stakeholders, respecting the environment, the proper use of resources and promoting community development, thus achieving continuous improvement.*

3. Principles and commitments.

PASSION FOR THE PRODUCT: Each member of the team knows and values the products we make and who they are aimed at, therefore their main function is to produce them in a safe and high-quality manner, continuously respecting good hygiene practices.

SUSTAINABLE ACTIONS: All departments work as a team to ensure efficiency and responsible use of resources.

CONTINUOUS TRAINING : Anyone who is part of our organization undergoes continuous improvement training, gaining the knowledge necessary for compliance with regulations, participation in audits, and actions related to this culture plan.

SOCIAL COMMITMENT: We are aware that our activity causes impacts, therefore we must support local communities and encourage participation in community projects.

4. Responsibilities.

- The Management assumes leadership of this Culture Plan, guaranteeing the necessary resources for its implementation and monitoring.
- The Sustainability and CSR Department coordinates its periodic updating and evaluation.
- Food safety will ensure that all employees have knowledge of food safety and will check that the product is safe.
- Area managers ensure its practical application in operational processes.

- All staff actively participate in consolidating the corporate culture.

5. Objective of the organizational culture plan

The main objective is for Colefruse's core values to be known, accepted, and shared by all team members, ensuring **adequate and healthy** food for everyone, produced and distributed in a **safe** and responsible/ **sustainable manner** , guaranteeing **safe food**, preventing any indication of **fraud** , caring for the environment and the planet throughout the process, providing **transparency** and **information to the consumer** , and fostering a shared **culture** .

5.1 Food Safety Culture Plan

COLEFRUSE INTERNATIONAL maintains the highest standards of quality and food safety, validated by unannounced audits such as IFS. These achievements would not be possible without the development of a clear food safety culture plan, which is known to all employees and continuously evaluated to identify deviations and areas for improvement .

5.2 Sustainability Plan

We need our operational processes, actions taken, and decision-making to be based on sustainability criteria. For this reason, we have developed an Environmental Policy and an Action Plan on sustainability and the environment to demonstrate our commitment to the responsible use of resources and the prevention of pollution.

5.3 Responsible labor practices

Our company's employment practices are based on respect, fairness, and the development of our people. We promote an inclusive environment with equal opportunities and a strong commitment to well-being and work-life balance.

5.4 Commitment to stakeholders

We understand the supply chain as a key element within Colefruse International's organizational culture. Therefore, we work globally and in a coordinated manner throughout the entire process. From purchasing from suppliers to final product delivery to the customer, we ensure that all stakeholders are aware of our established values and culture, so that every action is based on trust, transparency, and continuous improvement.

6. Mechanisms to promote a culture aligned with our values

6.1 Training Plan

COLEFRUSE INTERNACIONAL's purpose is continuous improvement, maintaining a multidisciplinary team and an optimal work environment. Training begins with the Onboarding Plan, which details the initial training activities for new employees as their starting point within the company. An annual training plan is established, outlining the necessary training programs for our company, which are then evaluated through effectiveness monitoring.

6.2 Communication Plan

We believe that information should flow freely in all directions and to all stakeholders. For this reason, a communication plan has been developed that establishes internal and external communication channels. This allows everyone in the supply chain to provide suggestions, opinions, or advice for decision-making, as well as to share our achievements and progress.

6.3 Assessment and recognition measures

We have implemented these measures to measure employee performance and evaluate their work. The tools we use include performance reviews, key performance indicators, and internal and external audits. We believe these controls provide us with the information we need to improve the company's performance in the short term, motivate employees, and foster a positive work environment. If the results are excellent, we offer recognition to the employee.

6.4 Sense of belonging.

One of the most important aspects of this culture plan is fostering a long-term sense of belonging among employees. All staff members should feel like part of the team, motivated to contribute their best. For this reason, all company leaders promote the company's values. We are committed to a positive work environment, we recognize and value good work, and we offer opportunities for growth. All employees participate in some way in decision-making, as we conduct active listening exercises and surveys with all staff members.

7. Action Plan

The management then details a strategic plan to carry out the development and monitoring of actions, in order to achieve the objective of this culture plan and continuous improvement:

- Actions, initiatives, and measures that include all areas of the company
- Action plan using indicators, monitoring periods and clarification of responsibilities
- Review of the effectiveness of the activities carried out in relation to this plan.

8. Communication

This document should be made available to all stakeholders through official channels for consultation. The company is committed to considering the suggestions received and establishing a feedback loop, communicating the organization's achievements and progress.

9. Statement of management

The management of COLEFRUSE INTERNATIONAL declares its firm commitment to developing and maintaining a corporate culture based on ethics, food safety, sustainability, and operational excellence . This Culture Plan is an integral part of the ESG Management System and will be reviewed every three years, or more frequently if necessary, to ensure its suitability to current and future social, environmental, and economic challenges.

DOCUMENT REVIEW AND CONTROL		
Version	Signature	Modification
01	Rocio A 04.03.2026	Implementation in ESG system
02	Rocio A 01.04.2026 Encarna Z	Integration and alignment of all documentation related to the culture plan.
03	Rocío A 08.06.26	Modification of content structure to clarify objective and mechanisms.