

# ENVIRONMENTAL POLICY



# 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

# 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.

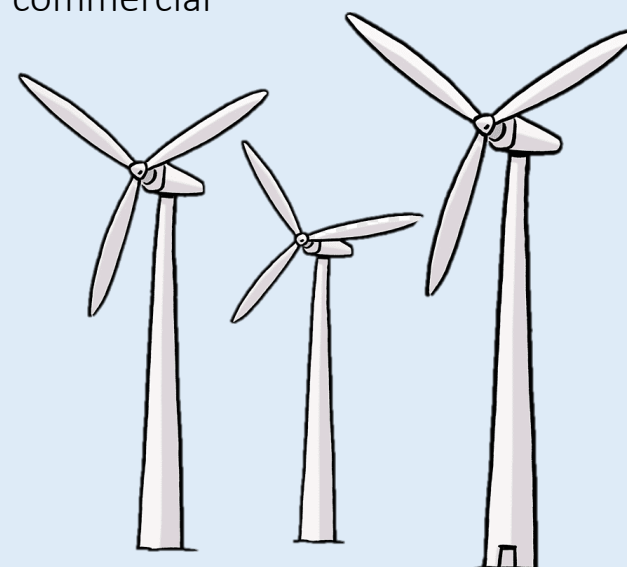
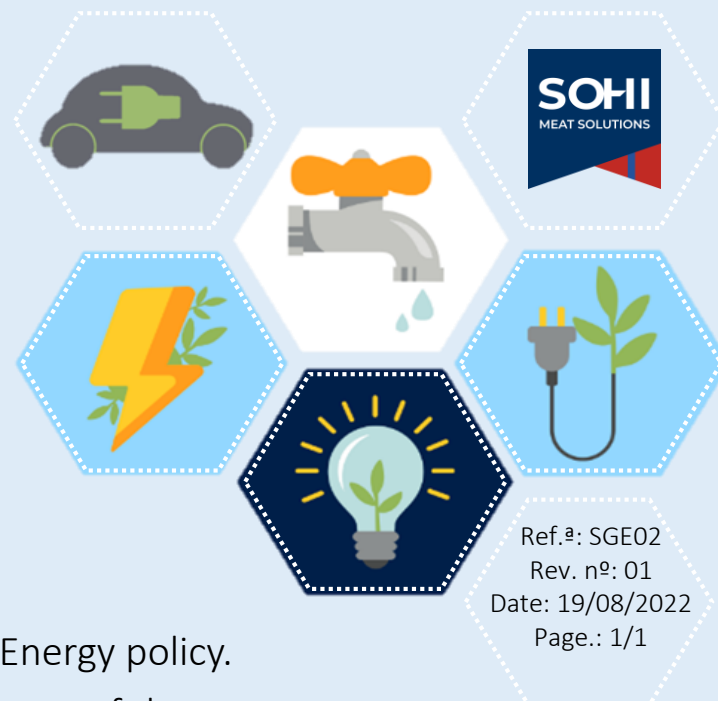
To achieve this, SOHI is committed to the following:

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).



# 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.

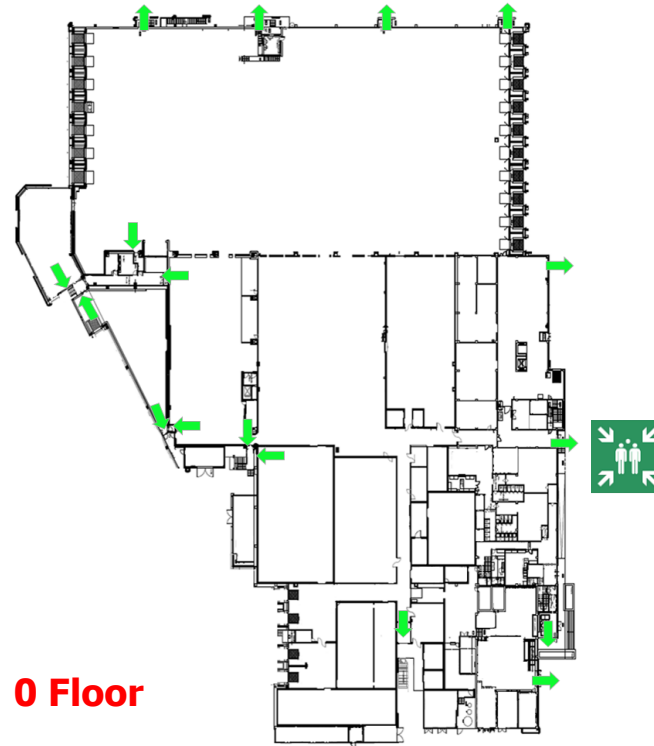
## CONTACTS

**SECURITY:** +351 243 377 330

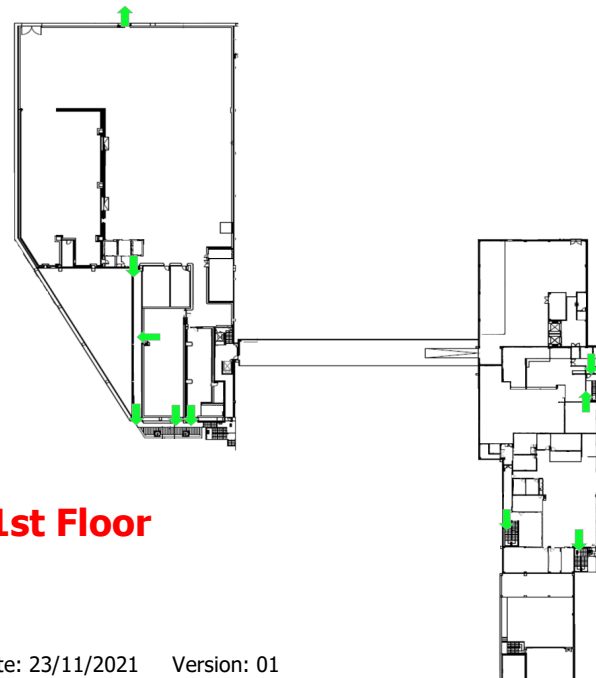
**SOHI HOST:**

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# 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.