

SPAROS Lda. is an innovative company dedicated to developing compound feeds and nutritional solutions for feeding aquaculture and ornamental animals. The feeds marketed by SPAROS are high-quality products dedicated to niche markets such as aquaculture fish hatcheries, aquariums and biomedical research.

We understand that food safety does not begin and end at SPAROS and, therefore, in order to guarantee the supply of safe products, SPAROS has implemented a Food Safety Management System (FSMS) and has defined this Food Safety Policy based on the following commitments:

We are committed to producing safe, high-quality feeds that meets our customers' needs

- **Ensuring the working conditions necessary** for the correct and safe performance of production activities by employees;
- **Ensuring adequate training for employees**, so that they develop their skills and enrich their knowledge for effective and responsible performance of their activities;
- **Ensuring that food is produced in compliance** with current legal requirements, including HACCP principles, and with the requirements of the Global GAP - Compound Feed Manufacturing benchmark, as well as with the requirements agreed with customers.
- **To continuously promote customer satisfaction**, with which it maintains a close and transparent relationship;
- **Ensuring the maintenance, effective management and review of the FSMS**, supported by appropriate and measurable objectives and targets, promoting the continuous improvement of the system;
- **Ensuring the identification, assessment and control of hazards and risks** related to Food Safety;
- **Ensure proper communication with all stakeholders in order to guarantee the quality and food safety of the products sold;**
- **To invest in technological development and process improvement in order to cope with market changes and developments**, achieving greater satisfaction of customer expectations and needs.

SPAROS promotes the internal dissemination of this Food Safety Policy so that all employees feel the responsibility and impact of their activities on the FSMS, and encourages the participation of all in the process of continuous improvement of the system.

We believe that our food safety policy not only protects our customers, but also contributes to the sustainability of the aquaculture sector.