The core commitment of **Geus d.o.o.** is the development, production, and distribution of high-quality and safe spice blends for the savory snack industry. The company operates based on good manufacturing practices, quality management principles, and a systematic approach to food safety.

The management is committed to the implementation and continuous improvement of the food safety management system in accordance with the requirements of **FSSC 22000**, including **ISO 22000:2018**, **ISO/TS 22002-1**, and additional FSSC requirements. This ensures compliance with legal and market demands, competitiveness in domestic and international markets, and recognition as a reliable partner in the food industry.

# MISSION

Our mission is to provide high-quality flavour seasonings to the food industry, with a focus on food safety, innovation, and customer satisfaction. We are committed to creating premium products that meet the highest quality standards while ensuring a safe and sustainable food supply chain.

# VISION

Our vision is to become a leading partner in the regional food industry, recognized for excellence in production and distribution. Through continuous improvement of our products and services, we aim to be pioneers in implementing innovative, sustainable, and safe food solutions. With strategic development and high-quality standards, we strive to contribute to the growth of the industry and customer satisfaction.
With our team of experts and long-term vision, we are dedicated to making Geus d.o.o. a synonym for reliability, quality, and excellence in all aspects of business, from production to delivery.

# OBJECTIVES OF THE FOOD SAFETY AND QUALITY POLICY

* Ensure all products comply with applicable legal regulations, standards, and customer requirements.
* Maintain an effective food safety management system based on HACCP principles (Hazard Analysis and Critical Control Points).
* Continuously improve processes, products, and the management system to achieve the highest level of quality and food safety.
* Educate and empower employees for the implementation and continuous improvement of the food safety system.
* Provide necessary human, technical, and financial resources for effective implementation and development of the system.
* Regularly review the policy and system through management reviews to ensure their relevance and effectiveness.

# BUSINESS PRINCIPLES OF GEUS D.O.O.

* **Customer satisfaction** – all products must be safe, high-quality and environmentally friendly.
* **Compliance with legal and market requirements** – we ensure alignment with legislation and relevant standards.
* **Partnership with customers and suppliers** – we build and maintain open and effective communication with all partners in the food chain.
* **Quality assurance throughout the chain** – we carry out strict controls and systematically eliminate non-conformities, from raw material procurement to final product distribution.
* **Employee training** – we continuously develop the knowledge and skills of all employees.
* **Monitoring market demands** – we proactively recognize and implement new industry trends and requirements.
* **Sustainability** – we reduce our environmental impact by optimizing processes and using resources responsibly (e.g., electric vehicles, photovoltaic systems, etc.).
* **Employee awareness** – we promote a sense of responsibility and teamwork through clearly defined roles and education.
* **Ethics and social responsibility** – we respect human rights and promote socially responsible business practices.
* **Communication** – we ensure timely, accurate, and complete communication within the company and with external parties.
* **Food safety culture** – we promote accountability and awareness among employees to increase customer trust and protect consumers.
* **Food waste reduction** – we plan and monitor resource consumption to reduce food waste and regularly measure generated waste to identify areas for improvement.

This policy is available to all employees and is displayed in visible locations within the company.

# REVIEW OF REVISIONS AND CHANGES

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| **Document Code & Version** | **Reason for revision** | **Description of Changes** |
| GEUQMS – 103 / version 06 | Data update | Added "Review of Revisions and Changes" table in accordance with the new procedure GEUQMS-101 / version 09.Changed the document title from "Food Safety and Halal Quality System Policy" to "Food Safety and Quality System Policy".

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| Edited section 3 "Business Principles of Geus d.o.o.".Added mission and vision of Geus d.o.o.Added the sentence: “This policy is available to all employees and is displayed in visible locations within the company.” |

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**Director of Geus d.o.o.**
**Filip Gelo, dipl. oec.**

**Date: 27.02.2025.**