

PANTONELLI KFT.
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Management Review 2025

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Mr. Zoltan Nabradi (Head of Fumigation)

Date: 9 Sept 2025

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INTRODUCTION

Following Gafta's recommendation, the management of the company is doing an **annual** Internal Audit, followed by a **Management Review**.

During the Management Review process, the team is producing a summary of the recent year's lessons, learnt from the daily operations. The main goal is to have an overview of our processes and objectives, and to make any necessary amendments to ensure the continuous improvement of the company.

Business Goal of recent year:

Adding 1 new corporate client for our pest control operation and maintaining the quality work / market position in 2025.

Any internal or external changes that require process / policy changes:

Now we are truly a family business with my daughter growing up and getting her first fumigation license in May 2024. Also, her fiancé is also a licensed fumigator now. Last year they had their mentoring periods, this year they are full-time fumigator employees in the company.

All this is recorded in our fresh organization chart.

Suitability of operating and management procedures

- Last year we have introduced a new **Training procedure document** (besides the existing individual training programmes), that serves as a general overview of the company's training related activities (describing formal training, induction period and individual training programmes).
- Our business procedures remained the same.

Outcomes of recent internal audit:

There were two corrective actions during former internal audits (see below), that we corrected, but the 2025 internal audit showed no new non-conformances:

- **Risk assessment:** Some risks are not addressed in the old assessment: food and feed safety, information security, confidentiality, extreme weather conditions. We created a Gafta extension to our current assessment.
- **Training:** our training records were not individual, which we addressed and now all trainings are recorded for each employee.

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Outcomes of recent Gafta audit:

In 2024, there was one non-Conformance raised:

- **Minor non-conformance in one of our fumigation jobs:** “Only true and actual findings are reported, however the trace for Agrokeve included a page with erroneous references to 138T of wheat and the dates in the traces on the 0 ppm phosphine page had the date of the start of degassing not the end.”
- **Corrective Evidence:** As discussed with the auditor, our procedure documents were proper, in the above case I made two mistakes when filling in the reports for one of our jobs. As a corrective evidence, we agreed with Martin to send a fresh job’s reports once the ventilation is done.

Customer and personnel feedback:

There was no customer complaints this year.

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Results from Risk Assessment:

- **Points regarding the buildings (store/silo condition):** Majority of the findings of the risk assessment are managed by the thorough safety assessment process, that is always recorded in the fumigation report. (Points regarding the building structure, doors, signs, walls, windows, air quality).
- **Points regarding hazardous waste:** we have a contract with Chemical Seed Ltd, who is receiving all hazardous waste.
- **Points regarding warning signs:** We always close the fumigated areas and put warning signs and precautions on the doors.
- **Regarding first aid kits:** It is compulsory for all sites to have kits available on site. We need to check this as well during the safety assessment process.

Corrective actions, and effectiveness of preventative actions/improvements:

According to our customers and the number of orders, the market is reacting favourably to the improvements we are implementing during the recent years (since getting our Gafta license). We are happy to follow this path.