

DECLARATION OF QUALITY, ENVIRONMENT, SAFETY, AND INDUSTRIAL HYGIENE POLICY

ARESE PLANT (MILAN)

Attention to Quality, the Environment, Safety and Industrial Hygiene is an integral part of the daily activities of ITALMATCH CHEMICALS S.p.A.

The Company guarantees, over time, the full and constant satisfaction and compliance with the legal requirements applicable to it and the other commitments it subscribes to, such as the UNI EN ISO9001:2015 and ISO14001:2015 standards, the RSPO, HALAL, KOSHER certifications, program Responsible Care and adheres to the corporate ESG project.

The Company has adopted the Code of Ethics, which contains the principles of behavior and ethical standards that inspire the Italmatch Group in conducting business and carrying out corporate activities. The Company has also adopted Organizational Model 231, pursuant to Legislative Decree 231/2001, with a view to constant and ever-increasing mitigation of crime risks, including those relating to the Environment and Safety, and greater adherence to the ethical principles and inspiring values of the Italmatch Group.

It is also committed to ensuring continuous improvement and consequently establishes specific objectives with reference to topics related to Quality, the Environment, Safety and Industrial Hygiene.

To pursue these objectives, the ITALMATCH CHEMICALS plant in Arese is inspired by the following principles:

- The legal regulations regarding the Environment, Safety and Industrial Hygiene, applicable to the activities, products and services of the Plant and the rules, regulations and commitments voluntarily signed and/or applied will be fully respected;
- Primary attention is given to customer satisfaction and compliance with the contractual commitments undertaken towards them. Products are produced and marketed which, when used, handled, stored, distributed and disposed of according to company regulations, allow safe operation both from a health and environmental protection perspective;
- The commitment of every person who works in the Plant is required to ensure the continuous improvement of performance relating to Quality, Environment, Safety and Hygiene, preferably through prevention;
- Management of Quality, Environment, Safety and Industrial Hygiene is a line responsibility. Management provides all the necessary resources, including training, to achieve the defined objectives;
- The risk of major accidents, understood as a combination of the probability of occurrence and the severity of the effects, is the minimum reasonably achievable with the current state of knowledge and technology;
- The systems are designed and operated in such a way as to ensure their compatibility with the protection of the environment, health and safety, minimizing the use of resources and the production of waste;
- All employees are informed, trained and trained to operate with full knowledge of the potential risks associated with the Plant's activities, products and services;
- Periodic audits will be conducted to verify the correct application of the procedures that satisfy the requirements expressed in the company Policy and the Quality and Environmental Management Systems, in the plant's activities, even in anomaly and emergency conditions;
- The policy and performance relating to the management of Quality, the Environment, Safety and Industrial Hygiene will be periodically evaluated and discussed during the "Management Review", where the objectives and the improvement program will consequently be established and adopt the appropriate corrective and improvement actions;
- There are measures in place to ensure that all external companies operating in the Plant adopt behaviors and procedures consistent with the principles defined in this policy;
- The Quality, Environment, Safety and Industrial Hygiene policy will be communicated to employees and third-party personnel who operate on behalf of the company and will be available to the public.

Arese, May 29, 2024

Plant Director/Employer/Manager

