

## INTEGRATED POLICY

The Managing Director of MESGO IRIDE COLORS Srl signs this commitment for the implementation of the following Company Policy for Quality, Environment and Sustainability (valid for the production site of Garlasco).

The primary goal of our company is to achieve complete customer satisfaction.

In order to achieve this goal, the Managing Director of MESGO IRIDE COLORS Srl proposes to adopt a managerial and organisational line of conduct that allows to promote, develop and support activities aimed at achieving the following fundamental objectives:

- manufacture and deliver products in accordance with the requirements set by the customers, suitable to meet their needs (explicit and implicit);
- to contribute to long-term sustainable ecological development by producing and marketing products that have a minimal impact on the environment during their life cycle;
- identify business opportunities by developing products and services that contribute to a better environment;
- to maintain the highest level of service to the customer in terms of meeting deadlines and delivery quantities;
- provide the Customer with adequate technical assistance support for the development of its products/processes and for the resolution of complaints and reports;
- constantly improve production efficiency, using, with maximum efficiency, all the resources available for conducting activities;
- ensure compliance with legal requirements concerning health and safety in the workplace, accident prevention and environmental protection, verifying that they are fully complied with and continuously updated;
- minimise any impact on the environment related to our activities, products and services by supporting a precautionary approach to environmental challenges with clear and defined roles and responsibilities at all organisational levels;
- promote the efficient use of energy resources (water, electricity, raw materials, natural resources, etc.) and the implementation of the best economically sustainable technology;
- minimise waste production, atmospheric emissions, water discharges, soil, subsoil and groundwater contamination and noise impact;
- adopt a commercial orientation directed towards the constant economic, structural and technological development of the Company, aimed at the search for new markets and the consolidation of existing ones;
- promoting and maintaining a process of continuous improvement, aimed at achieving clearly identified objectives for all key performance and key factors of the company, ensuring their continuous review and verification of effectiveness;
- planning changes and new acquisitions by carrying out specific risk analyses;
- informing suppliers and other business partners about the implementation of our values for achieving sustainable development, encouraging them to implement policies and procedures aimed at limiting impacts on the environment, human health and society.

In order to make the achievement of these objectives possible, the Managing Director of MESGO IRIDE COLORS undertakes the following commitments:

- define and keep constantly updated and adequate to the purposes of the organisation the strategic lines of development of the Company defined in this Integrated Policy, ensuring its periodic review;
- identify a set of measurable objectives to be achieved in the operational management of the key areas of activity of the organisation, defining the most appropriate monitoring methods to constantly check the degree of achievement of the decided targets;
- periodically reviewing the company's performance trends, identifying possible improvements and setting up activities and resources to achieve them;
- making available the resources needed to carry out and control activities and their continuous improvement, planning their acquisition and increase;
- communicate, within the Company, its intentions and objectives, through the dissemination of this Integrated Policy, so that it is understood and supported at all levels of the organisation;
- identifying the expectations (implicit and explicit) of the stakeholders (belonging to the internal and external context) and adopting the most appropriate policies to ensure their fulfilment;
- implement and maintain a risk management system for the organisation, defining and implementing (where necessary) the most appropriate actions for their mitigation, in order to protect the stakeholders.

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The Managing Director believes that the main tool for implementing these guidelines in the best possible way is the application of a documented Integrated System that complies with the requirements of the UNI EN ISO 9001:2015 and UNI EN ISO 14001:2015 standards.

In this context, the Managing Director entrusts Ms. Ilaria Magnaghi with the task of Head of Integrated Quality and Environment Systems, with specific authority and responsibility for:

- identifying, setting up, monitoring, reviewing and keeping up-to-date the organisation's management processes;
- report to the Managing Director on the progress of the Quality/Environment System and the processes described therein, as well as on the improvement needs identified;
- ensure the involvement, participation and awareness of all members of the organisation with regard to the importance of respecting Customer requirements, the prescriptions established in the Quality/Environment System and the requirements of the reference standard;
- ensure that, at all levels of the organisation, the requirements contained in the Quality/Environment System Procedures are understood, shared and implemented in working practices;
- identifying and recording all problems related to Quality/Environment, promptly proposing or initiating the most appropriate solutions for their resolution, monitoring their management and constantly verifying their effectiveness.

The field of application of the UNI EN ISO 14001:2015 Standard for the MESGO IRIDE COLORS Srl plant in Garlasco (PV) is the following: "Development and production of pigment and additive masterbatches for rubber and plastic industry achieved through mixing, refining, extrusion, filtering, homogenisation and packaging".

This Environmental Policy is in line with the Global Compact Principles.

The Managing Director considers the active participation of all the staff in the company organisation to be of fundamental importance and, to this end, intends to disseminate this Policy as widely as possible in order to make all the company functions aware of the need to comply with the rules established in the Quality/Environment System.

The Managing Director \_\_\_\_\_



Gian Luca Ranzani

Date 13 December 2021