

INTEGRATED POLICY

The CEO of MESGO IRIDE COLORS Srl formally commits to the implementation of the following Company Policy for Quality, Environmental Protection and Sustainability, and Health & Safety in the Workplace (applicable to the Garlasco production site).

The main goal of our Company is to achieve complete Customer Satisfaction.

To achieve this goal, the CEO of MESGO IRIDE COLORS Srl is committed to a management and organizational approach that promotes, develops, and supports actions aimed at reaching the following key objectives:

- manufacture and deliver products that meet customer requirements, ensuring all stated and unstated needs are satisfied;
- contribute to long-term sustainable ecological development by producing and marketing products designed to minimize environmental impact throughout their lifecycle;
- promote a true "safety culture" both within the Organization and among stakeholders (customers, suppliers, etc.);
- identify new business opportunities by developing products and services that help create a better environment;
- maintain the highest level of service for customers, including on-time deliveries and accurate quantities;
- provide customers with robust technical support to assist with product/process development and effectively resolve complaints and issues;
- continuously improve production efficiency by maximizing the use of all available resources in our operations;
- ensure compliance with legal requirements related to workplace health and safety, accident prevention, and environmental protection, regularly reviewing and updating legal obligations as needed;
- minimize any environmental impact associated with our activities, products, and services, by adopting a precautionary approach and ensuring clear roles and responsibilities at every organizational level;
- encourage efficient use of energy resources (water, electricity, raw materials, natural resources, etc.) and implement the best economically sustainable technologies;
- minimize waste generation, atmospheric emissions, water discharges, soil and subsoil contamination, as well as impacts on groundwater and noise pollution;
- adopt a business strategy focused on the continuous economic, structural, and technological growth of the Organization, seeking new markets and strengthening existing ones;
- encourage and maintain an ongoing continuous improvement process, setting clear objectives for all key business performance areas, with regular review and effectiveness checks;
- plan changes and new acquisitions by conducting specific risk analyses;
- inform suppliers and other business partners about our values for sustainable development, encouraging them to adopt policies and procedures that limit impacts on the environment, human health, and society;

To make these goals achievable, the CEO of MESGO IRIDE COLORS makes the following commitments:

- establish and keep the Company's strategic directions up to date and aligned with the Organization's objectives as laid out in this Integrated Policy, ensuring they are regularly reviewed;
- identify a set of measurable objectives to be achieved in the core operational areas, selecting the most appropriate monitoring methods to constantly track progress toward these targets;
- routinely evaluate business performance, pinpointing potential improvements and allocating activities and resources necessary to reach them;
- provide the necessary resources to carry out and monitor activities and to foster ongoing improvement, planning for their acquisition and enhancement;
- share intentions and objectives across the Organization by communicating this Integrated Policy, ensuring it is understood and supported at every level;
- identify both the explicit and implicit expectations of stakeholders (inside and outside the organization) and adopt the most suitable policies to meet them;
- implement and sustain an effective risk management system for the organization, defining and carrying out (where needed) the best actions to mitigate risks, protecting stakeholders;

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- prevent injuries and illness by promoting health and safety protections for our clients and suppliers as well;
- encourage responsibility among employees, and where possible, clients and suppliers, when it comes to workplace safety;
- properly assess the risk level associated with each activity carried out;
- upgrade facilities and company processes with the latest, safest, and most effective technologies to enhance product quality, improve workplace health and safety, and reduce environmental impact;
- welcome reports of incidents, hazards, risks, and opportunities in a positive way;
- comply with all mandatory requirements from current regulations, as well as those set by the Organization itself, its clients, and any other applicable compliance obligations;
- reducing workplace injuries and occupational illnesses by continually improving working conditions for everyone at the Organization;
- complying with all applicable national, EU, and international labor laws and workers' rights, adhering to official documentation and their interpretations.

The Chief Executive Officer believes that the most effective way to implement these guidelines is through a documented Integrated System that meets the requirements of UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, and UNI EN ISO 45001:2023.

Within this context, the Chief Executive Officer has appointed the Manager of Integrated Quality, Environment, Health & Safety Systems with specific authority and responsibilities to:

- identify, establish, monitor, review, and keep up-to-date the Organization's management processes;
- report directly to the Chief Executive Officer on the status of the Quality/Environment/Health & Safety System and the processes described within, as well as on any identified improvement needs;
- ensure the involvement, participation, and awareness of all Organization members regarding the importance of meeting customer requirements, adhering to the prescriptions set out in the Quality/Environment/Health & Safety System, and fulfilling the standards' requirements;
- guarantee that at every level of the Organization, the procedures of the Quality/Environment/Health & Safety System are understood, shared, and incorporated into daily work practices;
- identify and record all issues related to Quality/Environment/Health & Safety, promptly proposing or initiating the most suitable solutions, overseeing their management, and continually assessing their effectiveness.

The scope of application for the UNI EN ISO 14001:2015 and UNI EN ISO 45001:2023 standards at the MESGO IRIDE COLORS Srl facility in Garlasco (PV) is as follows: "Design and manufacturing of colorant and additive masterbatches for the rubber and plastics industry, produced through mixing, refining, extrusion, filtration, homogenization, and packaging processes."

This Environmental Policy aligns with the principles of the Global Compact.

The CEO considers active involvement from all members of the organization essential, and for this reason, aims to widely share this Policy to encourage every department to uphold the standards set by the Quality/Environment/Health and Safety Management System.

Chief Executive
Officer



Gian Luca Ranzani

Dated

14/09/2025