

## INTEGRATED POLICY

The Chief Executive Officer of HEXPOL Garlasco S.r.l. hereby undertakes to implement the following Company Policy on Quality, Environmental Protection and Sustainability, and Health and Safety in the Workplace (valid for the Garlasco production site).

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

To achieve this goal, the Managing Director of HEXPOL Garlasco S.r.l. proposes to adopt a management and organisational approach that promotes, develops and supports activities aimed at achieving the following fundamental objectives:

- manufacturing and delivering products that comply with customer requirements and are suitable for meeting their needs (both explicit and implicit);
- contributing to long-term sustainable ecological development by manufacturing and marketing products that have a minimal impact on the environment during their life cycle;
- promoting a 'culture of safety' both within the organisation and among stakeholders (customers, suppliers, etc.);
- identify commercial opportunities by developing products and services that contribute to a better environment;
- maintain the highest level of customer service in terms of meeting deadlines and delivery quantities;
- providing customers with adequate technical support for the development of their products/processes and for the resolution of complaints and reports;
- constantly improve production efficiency, using all available resources for the conduct of activities to maximum effect;
- ensuring compliance with legal requirements regarding workplace health and safety, accident prevention and environmental protection, verifying full compliance and continuous updating of legal requirements;
- minimising any impact on the environment related to our activities, products and services, 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 and subsoil contamination, groundwater contamination and noise pollution;
- adopt a commercial approach aimed at the constant economic, structural and technological development of the Organisation, seeking new markets and consolidating existing ones;
- promote and maintain a process of continuous improvement, aimed at achieving clearly identified objectives for all the company's fundamental performances and key factors, ensuring their continuous review and verification of effectiveness;
- plan changes and new acquisitions by carrying out specific risk analyses;
- inform 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 the impact on the environment, human health and society;

In order to make it possible to achieve these objectives, the Managing Director of HEXPOL Garlasco undertakes the following commitments:

- to define and keep the Company's strategic development guidelines, as set out in this Integrated Policy, constantly updated and appropriate to the Organisation's purposes, ensuring that they are reviewed periodically;
- identify a set of measurable objectives to be achieved in the operational management of the organisation's key areas of activity, defining the most appropriate monitoring methods to constantly verify the degree of achievement of the objectives set;
- periodically review the performance trends of the company, identifying possible improvements and preparing the activities and resources necessary to achieve them;
- make available the resources necessary for the performance and control of activities and their continuous improvement, planning their acquisition and increase;
- communicate its intentions and objectives within the organisation by disseminating this Integrated Policy so that it is understood and supported at all levels of the organisation;
- identify the expectations (implicit and explicit) of interested parties (belonging to the internal and external context) by adopting the most appropriate policies to ensure their satisfaction;
- implement and maintain an organisational risk management system, defining and implementing (where necessary) the most appropriate actions for their mitigation, to protect stakeholders;

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- prevent accidents and illnesses, promoting health and safety protection also towards its customers and suppliers;
- promote the responsibility of workers and, where possible, customers and suppliers on the issue of safety in the workplace;
- appropriately assess the level of risk associated with each of the activities carried out;
- innovating company facilities and processes, adapting them to the safest, most modern and effective technologies, with a view to improving product quality, health and safety conditions at work and reducing environmental impact;
- welcome reports of accidents, hazards, risks and opportunities;
- compliance with the mandatory requirements deriving from the current regulatory framework and those set by the Organisation itself or by customers and any other compliance obligations;
- reducing accidents and occupational diseases through the continuous improvement of the working conditions of employees working for the Organisation;
- compliance with national, EU and international laws on labour and workers' rights, complying with the provisions contained in official documents and their interpretations.

The Chief Executive Officer 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 Standard, the UNI EN ISO 14001:2015 Standard and the UNI EN ISO 45001:2023 Standard.

In this context, the Chief Executive Officer has appointed the Head of Integrated Quality, Environment, Health and Safety Systems with specific authority and responsibility for:

- identifying, preparing, controlling, reviewing and keeping the Organisation's management processes up to date;
- reporting to the Chief Executive Officer on the performance of the Quality/Environment/Health and Safety System and the processes described therein, as well as on any identified needs for improvement;
- ensuring the involvement, participation and awareness of all members of the Organisation regarding the importance of complying with customer requirements, the provisions established in the Quality/Environment/Health and Safety System, and the requirements of the reference standards;
- ensuring that, at all levels of the Organisation, the requirements contained in the Quality/Environment/Health and Safety System procedures are understood, shared and implemented in operational work practices;
- identify and record all issues relating to Quality/Environment/Health and Safety, promptly proposing or initiating the most appropriate solutions for their resolution, monitoring their management and constantly verifying their effectiveness.

The scope of application of the UNI EN ISO 14001:2015 and UNI EN SIO 45001:2023 standards for the HEXPOL Garlasco S.r.l. plant in Garlasco (PV) is as follows: "Design and production of colouring masterbatches and additives for the rubber and plastics industry through mixing, refining, extrusion, filtering, homogenisation and packaging".

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

The Chief Executive Officer considers the active participation of all the Organisation's staff to be of fundamental importance and, to this end, intends to disseminate this Policy as widely as possible with the aim of raising awareness among all company departments of the need to comply with the rules established in the Quality/Environment/Health and Safety System.

The Chief Executive  
Officer

  
Gian Luca Ranzani

On 12/01/2026