



ENVIRONMENT, HEALTH, SAFETY AND QUALITY (EHSQ) INTEGRATED MANAGEMENT SYSTEM POLICY

INDUSTRIA CHIMICA ADRIATICA SpA is a large Italian group based in Civitanova Marche (Macerata), specializing in the *"Research, development, production and distribution of coatings made through dosing, mixing, dispersing and grinding phases. It also offers technical assistance services on coating cycles and product development"*. The Group explores new horizons to satisfy a demanding and rapidly evolving market that requires innovative, high-quality and environmentally friendly solutions.

In full compliance with applicable regulations and legislation, INDUSTRIA CHIMICA ADRIATICA SpA pursues sustainable development throughout its business, with the goal of minimizing any risk to employees, reducing the environmental impact of its processes and continuously improving performance and products.

The implementation of an Integrated Management System, in accordance with standards UNI EN ISO 9001, UNI EN ISO 14001 and UNI ISO 45001, is a way to guarantee compliance with requirements for Health and Safety in the Workplace, Environmental considerations and Stakeholder Satisfaction, and to guide the Organization towards continuous improvement of its performance.

On this basis, INDUSTRIA CHIMICA ADRIATICA SpA:

- recognizes that the Health and Safety of employees is always the top priority, and undertakes to eliminate hazards and reduce risks, providing safe and healthy working conditions
- considers compliance with applicable legislation and documents signed by the Organization to be a binding minimum obligation, including the requirements and expectations of Stakeholders
- pursues Satisfaction of Customers and all Stakeholders, maintaining a constant focus in this regard in order to identify and fulfill their expectations, share their goals and increase satisfaction within the limits established by binding provisions and additional regulations adopted by the Organization, guaranteeing highly reliable solutions and sustainable development
- promotes professional development and increased awareness around environmental issues and OHS amongst its personnel through ongoing information programs and training
- protects and safeguards the Environment through the prevention of pollution and a reduction in negative environmental impacts
- guarantees Consultation and Participation of employees
- shares this Integrated Policy with Suppliers, promoting close collaboration, cooperation and coordination in order to guarantee the level of quality required by the Organization for its products and services, achieving optimal results in terms of environmental performance and the Health and Safety of employees
- ensures that this Integrated Policy is fully periodically reviewed and updated and shared with all Stakeholders.

The commitments indicated above correspond to goals and measurable indicators according to a structural framework that combines the requirements of Customers, Stakeholders and Employees, binding regulatory requirements, and the goals of INDUSTRIA CHIMICA ADRIATICA SpA.

The latter are assigned to the relevant levels of the organizational structure.

Civitanova Marche, 19 January 2021

The Management