

Verinlegno is aware that, on a global market, the winning element for European companies involves necessarily a corporate policy aiming at the economic efficiency, by means of product and service quality, at the promotion of safety for workers and for people as well as at the environmental protection.

Consequently, the capacity of the company to be successfully competitive depends on the manufacturing of innovative and trendy products where the trademark Verinlegno represents a guarantee of constant results, attention for the environment as well as safety for all the involved individuals.

Therefore, our policy, shared with all the workers and the partners of the Organisation, is based upon:

- the constant monitoring of the context where the company works and the identification of important and interesting parts, in order to assess promptly risks and opportunities, threads and strengths and to maintain the continuity, the know-how and the development of Verinlegno Spa, over the time;
- the achievement of a greater and greater customers' and stakeholders' satisfaction by means of a continuous analysis of their needs and by designing products which are manufactured in full compliance with the employment, safety and environment regulations;
- the constant presence of the company among the leading companies of the sector by continuous research and development of innovative products as far as performance features and environmental protection are concerned;
- the constant monitoring of the whole Product Lifecycle, with a continuous focus on the decrease of the impact existing and future product policies have and will have both on the environment in the area where the company is based and on the global environmental conditions;
- investments aiming at the development of water-soluble based products with high performances but with low impact on the environment and on the health of the applicators and of the final users;
- training policies for the internal and external stakeholders in order to raise their awareness on performance standards for the products and on the more and more eco-friendly nature of products and of the corporate policies;
- the increase of automation and computerization of in-house processes, both the tangible and the intangible ones, in order to decrease non-compliances; to speed the feedback to the customer and to the production and generally to corporate functions; to provide the Management indicators of the progress of processes, in real time;
- a constant attention to the central position of people who represent the real corporate assets and the Management commits itself for, ensuring a safe working place and an ongoing training aiming to develop their personal skills;
- the upgrade of shares of the national and international market to improve profitability in order not to engender economic and financial imbalances for the Organization;
- a strong and constant action aiming to involve all the co-workers in paying attention to safety, health and environment, in a perspective of general awareness and responsibility.

From the **Safety** point of view, Verinlegno acknowledges that the full safety for workers and people

having access to the plant represents a key element to be preserved by means of:

- a strict compliance with rules, regulations and provisions, at national and EU level, concerning occupational safety;
- a constant reduction of risks of accidents and occupational diseases;
- the continuous supervision of the accidents not taking place as indicators for areas of possible safety improvement;
- the continuous information, education and training for all those who are involved in different tasks in order to affect behaviours and emergency management, in a more and more effective way;
- The retention of a corporate atmosphere focused on fair relationships and on the respect for people.

From the **Environment** point of view, Verinlegno acknowledges the importance of a sustainable management for its processes by means of:

- a compliance with all the relevant environmental rules and regulations;
- an operational management based upon criteria to protect the environment and to optimize the consumptions of those energy and natural resources which are necessary to its process;
- the continuous supervision of accidents which took place, and which did not, as indicators for areas of a possible improvement for the environment management;
- the prevention and the reduction of pollution resulting from its activities and from its products thanks to a suitable system for research, design, production, distribution as well as for effluents control;
- the implementation of strategies leading to development and to a growing sale of water-soluble based products;
- the cooperation with other chemical companies (through trade association), with Authorities and Local Communities to identify the measures aiming to minimize the environmental impact of the productive activities;
- the information to the users about the use and the safe transportation of products and about their disposal.

On the basis of the general orientation provided by this integrated policy, every year the Management defines the time framed objectives for the different processes and commits itself to provide all the required resources – financial, human, technical and infrastructural ones – within the limits of sustainability in order to achieve these targets.

The need for resources and possible reorganisations are decided and quantified every year during the Re-examination of Management.

The Management reviews this policy at least every year or in case of a meaningful change of the scenario in order to ensure its adequacy and it communicates it to the important involved parties.

Massa e Cozzile, 19th October 2021

Verinlegno Spa Chairman

Mr. Sante Zandò

