

QHSE-En POLICY

1. INTRODUCTION

This Quality, Health and Safety, Environmental, and Energy Policy (hereinafter referred to as "Policy") was adopted on 10/09/2024 by the Chiorino Group (hereinafter also referred to as "Chiorino" or "Group") through approval by the Board of Directors.

As stated in its Code of Ethics, environmental protection and the conservation of natural resources, including water resources, are top priorities for the Group.

Chiorino, in carrying out its functions and activities, acts in accordance with local laws and regulations, contributing to the promotion of scientific and technological development to protect people, the environment, and to reduce and mitigate its impact as much as possible.

A concrete result that highlights Chiorino's commitment to the protection of people, the environment, and continuous improvement is represented by obtaining and maintaining important certifications ⁽¹⁾ :

- ISO 9001:2015;
- ISO 14001:2015;
- ISO 45001:2018;
- ISO 50001:2018;
- EMAS ("Eco-Management and Audit Scheme");
- GHG protocol.

2. PURPOSE OF THE DOCUMENT

This Policy defines the principles and commitment that Chiorino undertakes to pursue its environmental sustainability objectives, with particular reference to the following aspects:

- Continuous improvement of quality and performance;
- Prevention and reduction of pollution;
- Improvement of energy performance;
- Protection of biodiversity;
- Promotion of efficient use of natural resources, including water resources, and minimization of waste generation at its sites;
- Production of low environmental impact products;
- Compliance with current health, safety, and environmental regulations;

- Promotion of a culture of environmental sustainability;
- Prevention and reduction of health and safety risks for employees;
- Prevention and reduction of health and safety risks for customers.

3. SCOPE OF APPLICATION

This Policy applies to all companies within the Group (Chiorino SpA and all its subsidiaries). In particular, this Policy is aimed at employees of all qualifications and levels, Chiorino collaborators, and generally, all stakeholders with whom the Group maintains business relationships during its activities and/or who operate in the interest and/or on behalf of the Group (hereinafter "Recipients").

All Recipients are required to read, understand, and maintain behaviors consistent with the principles and provisions outlined in this document.

4. REFERENCES USED

In drafting this Environmental Policy, Chiorino was inspired by the values and principles described in its Code of Ethics, its Policy on Human Rights, the Supplier Code of Conduct, and the following references:

- 2015 Paris Climate Agreement;
- United Nations Environment Programme (UNEP);
- European Green Deal;
- Principles of the UN Global Compact;
- UN Sustainable Development Goals (SDGs).

5. CHIORINO'S COMMITMENT TO THE ENVIRONMENT: PRINCIPLES

The Environmental Policy reflects Chiorino's commitment to a sustainable and responsible future, which translates into the following principles of behavior:

• Prevention and Reduction of Pollution

Chiorino commits to:

- Adopting practices and technologies aimed at reducing air, water, and soil pollution, both in Chiorino's direct activities and in the lifecycle of its products;

- Promoting the use of energy from renewable sources.

• **Improvement of Energy Performance**

Chiorino commits to optimizing the use of energy resources by investing in technologies and processes that reduce energy consumption, greenhouse gas emissions, and all harmful substances, thus contributing to the fight against climate change and environmental improvement.

• **Protection of Biodiversity**

Chiorino commits to promoting the protection of natural habitats and animal welfare and adopting practices to minimize impact on local animal and plant species, respecting environmental regulations concerning protected areas and sensitive ecosystems, and recognizing the importance of safeguarding biodiversity.

• **Promotion of Efficient Use of Natural Resources, Including Water Resources, and Minimization of Waste Generation at Its Sites**

Chiorino si impegna a:

- promuovere un uso efficiente delle risorse naturali, incluse le risorse idriche;
- adottare pratiche per la riduzione dello spreco idrico e delle materie prime;
- monitorare costantemente i consumi di acqua e i volumi di rifiuti prodotti;
- minimizzare la produzione di rifiuti;
- massimizzare il riciclo e il riutilizzo dei materiali.

Chiorino commits to:

- Promoting efficient use of natural resources, including water resources;
- Adopting practices for reducing water and raw material waste;
- Constantly monitoring water consumption and waste volumes produced;
- Minimizing waste production;
- Maximizing recycling and reuse of materials.

• **Production of Low Environmental Impact Products**

Chiorino commits to:

- Promoting the development of low environmental impact products by encouraging waste reduction, recycling, and the adoption of eco-compatible materials in its production processes;
- Reducing, where possible, the use of raw materials from non-renewable sources, seeking to increase the use of recycled materials or others with lower impact.

• **Compliance with Environmental Regulations**

Chiorino commits to strictly complying with current and applicable environmental laws and regulations in all countries where the Group operates, maintaining constant dialogue with competent authorities.

• **Promotion of a Culture of Environmental Sustainability**

Chiorino commits to actively involving employees in promoting environmental sustainability through training and awareness activities on environmental issues at all organizational levels, encouraging active participation and contribution from every employee in identifying environmental improvement opportunities.

• **Prevention and Reduction of Employee Health and Safety Risks**

For Chiorino, worker safety is paramount. The company pays maximum attention to all activities to ensure the safety and health of people are safeguarded. It complies with mandatory and voluntary regulations and adopts preventive actions for a safe and healthy work environment. It develops and invests in personnel training and the improvement of health and safety conditions of workplaces, plants, and machines according to scientific community indications and technological progress.

• **Prevention and Reduction of Customer Health and Safety Risks**

Through the high-quality standards that Chiorino guarantees throughout the supply chain, the company seeks to prevent potential health and safety risks for its customers. It provides solutions that help partners reduce risks within their production chain.

6. DISSEMINATION AND AWARENESS

The Group strongly believes in the sharing of information and considers the training of its resources and sharing of improvement objectives with them essential for the success of its strategy. It also commits to publishing and promoting this Policy both internally and externally through the following channels.

Internal channels: dissemination via the company intranet network and displaying this Policy on notice boards in the Group's branches.

External channels: publication on the corporate website.

7. MONITORING AND UPDATING

Chiorino commits to regularly monitoring the effectiveness of this Policy, evaluating progress towards full compliance with the principles of behavior outlined in it, and subjecting the document to a periodic review process to ensure its alignment with regulatory changes and the continuously evolving needs of the organization.

8. REPORTING PROCESS

Any behavior not in compliance with the principles outlined in this Policy must be reported to the responsible person of each Group company through appropriate communication channels specifically set up for this purpose.

(1) These certifications are valid for the two production sites of the parent company in Biella, while the remaining affiliated companies are covered by only some of them.