

## Chemisol Integrated Policy: Quality, Health, Safety and Environment

At Chemisol, we design, develop, manufacture and market **high-performance** melamine resins in powder and specialty products of **outstanding quality**.

**Customer satisfaction** is at the core of our commitment. We aim to build long-lasting relationships based on **trust, active listening** and **mutual value creation**. We are committed to understanding our partners' needs and aligning with their objectives.

We operate **in compliance with applicable laws and regulations** across all our business activities, from the procurement of raw materials and services to production, sales, maintenance, research and technical support.

We adopt a **process-oriented management system based on risk and opportunity assessment**, in line with international standards for **Quality, Environmental and Health and Safety** management (**ISO 9001:2015, ISO 14001:2015, ISO 45001:2018**). **Strategic objectives** defined and promoted by Top Management are implemented through **continuous monitoring of optimization objectives** and, where necessary, through the implementation of appropriate corrective actions, in a **continuous improvement perspective**. Everyone, in accordance with their roles and responsibilities, contributes to achieving shared company objectives.

We promote the **digital transformation** of our production, organizational and management processes, considering it not only as a driver of competitiveness but also as a strategic lever for improving quality, safety and sustainability performance.

We conduct our **business operations and relationships** with the **utmost integrity**, fostering **open and constructive dialogue** within the organization and with customers, suppliers, stakeholders, financial partners, local communities, authorities and the public.

We adopt a **zero-tolerance approach to corruption** in all its forms.

We are committed to fostering a work environment that enhances **motivation** and well-being, empowering our people to develop their full potential through **continuous training** and **active involvement** in the value creation process.

We promote a corporate culture based on **meritocracy**, inclusion and **respect for human rights**, and **we do not tolerate any form of discrimination**.

We respect the rights to **freedom of association** and **collective bargaining**.

We support the transition to a **sustainable economy** by promoting **the rational and efficient use of natural resources**, with the aim of reducing consumption, risks, environmental impacts and pollution. We are committed to exploring **alternative energy sources** and developing new **products with reduced environmental impact**. This principle guides all our decisions and efforts.

We are committed to **protecting biodiversity, ecosystems and the territories associated with our operations and our customers' activities**, continuously improving our environmental performance. We give priority to the **protection of surface water, soil and groundwater**, as well as to the **reduction of waste and atmospheric and water emissions**.

We are aware of the risks associated with **climate change** and work to identify and **assess the potential economic and environmental impacts** on our business.

We **promote awareness and compliance with Health and Safety requirements** among employees, contractors and collaborators through continuous training and communication of this Policy, procedures and targets, ensuring that all activities are carried out safely and in compliance with environmental requirements.

We are committed to the **continuous improvement of our health and safety performance** by promoting individual responsibility, worker consultation, **active listening and collaboration**. We **assess actual and potential risks related to our activities**, encourage reporting of hazards and unsafe conditions, and take all necessary actions to eliminate or mitigate risks, including potential ones, in order to **prevent injuries and occupational diseases**.

We ensure that this **Policy is effectively communicated**, understood and applied by all employees. and periodically reviewed during Management Reviews, **in order to address changes and provide effective tools for continuous improvement**.

Franco Melato  
*Managing Director*

Castellanza, 29 September 2025