

Company Policy for Quality, Health, Environment, and Safety

Mission

Salchi Metalcoat Srl wants to be recognized as a company capable of carrying out its activity as a producer of paints, enamels, and inks for metal in the Coil, Foil and Can Coating sectors. Customer centricity, long-term orientation, speed, operational excellence, innovation, and quality are at the center of all its processes.

The certifications of the Burago di Molgora site according to the ISO 9001, 14001 and 45001 standards of the company QHSE systems, the implementation of the organizational model pursuant to Legislative Decree 231/01, and compliance with current and mandatory regulations are essential to pursue an effective and efficient management. These concepts of continuous improvement are to be applied at all company levels. The Management of the Company believes that the quality of its value proposition must be shared by all its stakeholders.

Principles

- **Customer centricity:** i.e., to place the customer at the center of all company activities. This implies recognizing, anticipating, and satisfying customer needs and requirements throughout the customer journey, and has to be done continuously, by involving all business processes, and by adopting an ethical, respectful and transparent behavior.
- **Prevention and empowerment:** i.e., to analyze risks (e.g. health and safety at work, industrial and environmental risks related to internal processes and stakeholders) and define programs for the prevention and mitigation of risks related to accidents, diseases, and unwanted events. Empower the employee at all Company levels to actively adopt mitigating measures.
- **Continuous improvement:** i.e., to aim at achieving daily improvement both at a personal and team level. This translates into endorsing a proactive attitude in term of learnings assimilation of Non-Conformities, defining improvement objectives and action plans to achieve them, and training people in order to reach operational excellence.
- **Transparency:** between Company processes and with external stakeholders in terms of health, safety, environment, hygiene, and quality. To promote a sense of community, mutual respect, and collaboration.
- **"One" Salchi:** meaning to develop a deep integration between processes both vertically and horizontally, in order to promote the Company as a single entity.
- **Innovation:** i.e., constantly innovating, by introducing new products and services or improving existing ones, with particular attention to sustainability.
- **Supervision:** i.e., to promote the adoption of internal supervision (e.g. monthly checks on Safety, order and cleanliness, scheduled internal system audits on Quality, Hygiene, Safety and Environment, and checks on the adequacy of Quality management systems), external supervision (e.g. audits of qualified external authorities), and raise self-surveillance awareness among employees.

Having said the above, Salchi Metalcoat is committed to:

- Respecting agreements with customers, and accuracy in the execution of services; improving customer satisfaction, increasing credibility, reliability, loyalty, and innovation.
- Providing products and services that meet customer needs, in compliance with mandatory legislation.
- Constantly assessing the Company level of risk, particularly for health, safety, and environment; always aiming at mitigating, reducing, and preventing risks.
- Training people at correctly performing their work duties and at being aware of the risks related to their working activities; involving the employee in the analysis of injuries, accidents, near misses, and Non-Conformities.
- Making all employees aware of aspects related to hygiene, health, safety, environment, and quality, and continuous improvement.
- Controlling the risks related to products, their use and transport.
- Raising suppliers, contractors, and partners awareness to meet their commitments.
- Spreading awareness regarding the Company's quality, environment, health, and safety Management systems; reducing non-conformities, preventing critical issues, and aiming to achieve zero complaints; reducing costs of "non-quality".
- Improving the quality of its products and reducing internal Non-Conformities.
- Monitoring costs, reducing waste and claims.
- Identifying in advance the Company's activities that significantly impact on the environment and evaluating any opportunities.
- Monitoring the achievement of the Company's corporate objectives and identifying any further opportunities for improvement.
- Fostering a respectful and transparent environment within the Company, as well as towards customers, suppliers, and industrial partners.
- Constantly monitoring and improving all Company activities, by making sure that corporate objectives, expected results, related responsibilities are well understood.
- Establishing Key performance indicators shared between business processes.
- Promoting a unique brand image, based on the key values of the Company.
- Encouraging and supporting creativity and proactiveness among employees.
- Introducing innovations.
- Increasing the share of renewable raw materials.
- Respecting regulatory and internal requirements.