Salchi Metalcoat S.r.l.
Società Unipersonale
Viale dell'Industria, 3/A - 3/B
20875 Burago di Molgora (MB)
Italy
Tel. +39-039 62518.24
Fax +39-039 62518.29
info@salchirh.it
www.salchimetalcoat.com

Company Policy for Quality Safety Environment

Since its foundation, our Company, Salchi Metalcoat S.r.l., in carrying out its activities of research and development, production. marketing and sales of paints and inks for Coil Coating and Packaging sectors, deeply believes that Ethics in business is a critical success factor for the Company.

- ✓ RESPECT for People, Environment and Law, at the basis of the continuous commitment to promoting integrity, credibility and corporate reputation
- ✓ TRUST, at the basis of internal and external relationships of the organization, to encourage cooperation, inspired to the principle of continuous improvement
- ✓ QUALITY, BUSINESS, INNOVATION, to enhance corporate knowledge and propose products and services that meet customer needs and comply with the requirements of applicable legislation, with reference to chemical and food safety. The Customer is placed at the centre of all company activity

In line with the general principles of diligence and loyalty fixed in articles 2104 - 2105 of the Italian Civil Code, the fundamental Values, that have always guided the Company in every area of the Company's activity, prescribe the adoption of conduct that respects those values, by all internal and external recipients of the organization.

To ensure the compliance with the Company's Values, the Company has adopted an adequate Organizational System, and implements the necessary monitoring measures, providing for appropriate sanctions in case of violation.

In compliance with the Italian Legislative Decree D.Lgs.231/2001, the Company has adopted an Organizational Management and Control Model, and, in compliance with the "Whistleblowing" legislation, has set up specific reporting channels dedicated to violation reports.

The Company has adopted a certified management system for Gender Equality vs. Italian Standard UNI/PdR 125 and is committed to supporting the values of diversity, inclusion and gender equality through the adoption of corporate, organizational and management mechanisms based on respect for rights, freedom and dignity of people.

The Company annually publishes the sustainability report according to the ESRS criteria.

The Company ensures continuous improvement through the adoption and maintenance of a Management System integrating Quality, Safety and Environment aspects, and certified vs. international standards UNI EN ISO 9001-45001-14001.

The Company is committed to operate in line with the following Principles:

- compliance with the regulations in force in each geographical area in which the Company operates
- protection of Health and Safety at work, and respect for the Environment
- centrality of the individual, sustainable development and social responsibility towards the community
- support the values of diversity, inclusion and gender equality
- compliance with the principles of transparency in accounting; administrative and corporate responsibilities
- prevention of corruption, conflict of interest, antitrust
- Product and Service Quality, relationships with Suppliers and Customers
- protection of company data and assets, protection of personal data

The Company is committed to share these Values with all its partner, internally and externally, to all Workers, Customers and Suppliers and other interested parties, through specific communication activities, by digital platform and website.

Burago di Molgora, November 28th, 2024

Sebastiano BRENNI, *CEO*