

With a view to expansion in the Polymers sector, Vinavil S.p.A pursues the satisfaction of interested parties and the continuous improvement of its processes.

In accordance with the Mapei Group Policy, the Company Management believes that compliance with Health and Safety requirements, respect for the Environment, Quality consistency, Sustainability, Innovation, Competitiveness and Social Responsibility represent the key elements of the Company's success.

These values are considered essential in the company's commitment to offer products and services that contribute to improving the quality of life.

To achieve these objectives, Vinavil S.p.A. confirms its commitment to the development and consolidation of a Business Management System, which meets all legal requirements (eg. Legislative Decree 105/15, Legislative Decree 81/08, Legislative Decree 152/06, Legislative Decree 231/01 and subsequent amendments), the Mapei Group and the reference standards (ISO 9001, 14001, 45001, 22000 and FSSC 22000); referring to the following principles:

CULTURE OF HEALTH AND SAFETY

- 1.1. Consider the health and safety (physical and moral integrity) of employees and stakeholders as a fundamental duty of the Company, for long-term success, pursued with constant investment of resources.
- 1.2. Promote regulatory and legislative compliance and commit to the continuous improvement of its management and performance.
- 1.3. Develop and implement a Health and Safety Management System, clearly defining roles and responsibilities, improving awareness of health and safety risks, in order to prevent injuries and diseases.
- 1.4. Promote safe behavior, operating on the culture of Safety (eg. project *SafeStart®*) of all employees and contractors.
- 1.5. Assess the risks to health, safety and the environment, starting from the design or modification of plants and production processes.

ENVIRONMENTAL RESPONSIBILITY

- 2.1. Safeguard natural resources through the life cycle of its products, focusing on design and development activities, aimed at environmental sustainability and social responsibility.
- 2.2. Develop and implement products and processes considering the prevention of pollution and minimizing the environmental impact.
- 2.3. Minimize the use of raw materials dangerous to humans and the environment, focusing on eco-friendly ingredients.
- 2.4. Promote the use of ISCC PLUS certified raw materials in order to increase the sustainability of our products and verify the suppliers used, qualifying them in compliance with the requirements set by this regulation.

CULTURE OF QUALITY AND "CUSTOMER INTIMACY"

- 3.1. Know, understand and meet the expectations of customers and internal and external stakeholders.
- 3.2. Provide a wide range of innovative products and services, able to meet the needs of customers, ensuring a consistent level of quality in the products and services provided.
- 3.3. Consider as key indicators of its success: the satisfaction, esteem and loyalty of its customers and stakeholders.
- 3.4. Promote collaboration with its suppliers, to facilitate mutual and lasting benefits.

COMMITMENT TO IMPROVEMENT AND INNOVATION

- 4.1. Anticipate market developments, always remaining at the forefront.
- 4.2. Integrate into the corporate culture the attitude to improvement, understood as the development of knowledge and skills of employees and as innovation of processes, products and services.
- 4.3. Provide adequate information and training activities to staff, operators and customers.

FOCUS ON PROCESSES, OBJECTIVES AND RESULTS

- 5.1. Identify the internal and external interrelationships between the Work Processes, assessing the risks and opportunities.
- 5.2. Monitor and continuously improve the Work Processes, through the commitment of the process managers and the involvement of all employees in the management of the Business Management System.
- 5.3. Make decisions based on accurate analysis and evaluation of reliable data regarding the market situation and the performance of processes and products.

STAFF GROWTH AND INVOLVEMENT

- 6.1. Pursue the continuous growth of the competence, effectiveness and efficiency of all employees, through the training, involvement and qualification of employees capable of working independently and responsibly.
- 6.2. Encourage collaboration between colleagues to strengthen the "team spirit".
- 6.3. Involve and consult workers on a daily basis regarding health, safety and environmental conditions.
- 6.4. Maintain a high level of awareness and involvement of employees on Food Safety processes and improve them, also for the purposes of food protection and the prevention of food fraud.

BEHAVIOR ALIGNED WITH THE CODE OF ETHICS

- 7.1. Respect the principles expressed in the Code of Ethics to which employees must refer in the conduct of activities and relations with all stakeholders.
- 7.2. Operate in accordance with these Principles in all States where business is conducted and extend these Principles throughout its supply chain.

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