



Group Policies

HSE – Health, Safety & Environment

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1. Premise

Group is committed to carrying out and managing its business to prevent injury and professional diseases to people and damage to the environment or property. The principles set out below for the protection of health, safety and the environment are a corporate priority.

2. Field of application

All Polynt - Reichhold companies.

3. Context analysis

Group undertakes to evaluate and enhance the internal and external context in which it operates, taking into consideration the needs and expectations of all stakeholders.

4. General Contents

Group is committed to:

- achieve the objectives set out in the HSE improvement plans
- carry out and manage all our activities in compliance with the legislation and internal regulations in force and all other requirements to which the organization is committed. We require all our collaborators to respect, within the scope of their responsibilities, the laws and regulations in force and the HSE procedures.
- consider HSE aspects as an integral part of our business, our activities and operations, and we apply integrated systems for their management with a view to continuous improvement.
- invest in people's growth and participation
- promote the participation of all staff and their involvement in the process aimed at the continuous improvement of our environmental performance.
- safeguard the safety of the workplace in which our collaborators operate, providing them with adequate information and training aimed at developing their skills and awareness on HSE matters. All our workers have as their first responsibility the protection of HSE aspects in the workplace.

5. Health and Safety

Considering our context of Chemical Group, our Group is committed to following activities:

- the organization of the company in the field of health and safety at work provides for a dedicated structure which, in addition to identifying and assessing the risks, carries

out active prevention and mitigation of accidents and occupational diseases with controls ranging from the worker to the department head, to the HSE, to the Site Manager / Operations Manager

- to consider the protection of health as a fundamental requirement and promotes the psycho-physical well-being of people
- to promote the participation of all staff and their involvement in the process aimed at the continuous improvement of our health and safety performance.
- to manage appropriately the various working methods adopted (e.g., agile work)
- to develop and use only processes, technologies, and products whose risks to health, safety and the environment have been assessed. The safe use and handling of our products must be guaranteed internally and communicated externally. All new processes and new plants, as well as their modifications, must be subjected to risk analysis before their implementation. In all our plants there are emergency plans and there are organizations for the management of any emergencies aimed at controlling and limiting the consequences of possible accidents. All internal and external communication activities to be used in the event of an emergency have been identified and are periodically checked.
- the roles and tasks assigned in the field of health and safety in the workplace from which the respective responsibilities derive are based on one's professional skills and knowledge. Each company has an internal organizational structure aimed at managing risks and controls relating to health and safety in the workplace.
- to invest in HSE training and awareness activities to develop a coherent and effective corporate culture.

6. Environment

Considering our context of Chemical Group, our Group is committed to following activities:

- To be committed for minimizing the environmental impact of our activities, also by optimizing the use of natural resources necessary for our production processes and for the realization of our products

- to prevent the production of sources of pollution (e.g. reuse of products, etc.)
- to use renewable resources and manage its activities in a sustainable way. Furthermore, it is committed to implementing climate risk management policies.
- to collaborate with suppliers who implement the principles of sustainability in terms of ethics, governance, compliance with labor and human rights laws, respect for the environment, health and safety in the workplace.

7. Information and communication

All managers indicated in the distribution list are responsible for informing their organizations of the contents of this procedure and its due application.

