

In line with its corporate mission, Evercompounds S.p.A. considers quality, environmental protection, rational use of energy and the protection of the health and safety of its personnel to be determining factors in establishing and maintaining its ability to meet the needs of both external (e.g., customers or control bodies) and internal (workers) stakeholders and, as a result, to achieve and maintain the Company's success on the market. To this end, Management has decided to:

- adapt its management systems to the following standards UNI EN ISO 9001:2015, UNI EN ISO 22301: 2019, UNI EN ISO 14001:2015, UNI EN ISO 50001:2018
- keep its focus upon the requirements set forth in UNI ISO 45001 standards, although certification is still in progress at the moment
- adopt the ethical principles set forth in Models 231/2001 and the SA8000 standard, although certification is still in progress at the moment
- formalise and implement a corporate policy for quality, the environment, energy and health and safety

The business activities hinge upon the

DESIGN AND PRODUCTION OF SEMI-FINISHED RUBBER PRODUCTS

Management promotes every action aimed at ensuring that its business activities are implemented in accordance with the highest possible quality standards with a view to respecting the environment, which, in turn, translates into the rational and efficient use of energy and prevents significant risks for the health and safety of people at work. The Company steadfastly pursues sustainability objectives in compliance with the 2030 Agenda signed by the governments of the 193 UN member countries.

This policy is made available to internal and external interested parties upon specific request and is published on the corporate website.

The Company has resolved to:

With respect to the Board of Directors and the Management:

- prevent crimes and comply with the law
- continuously comply with the statutory and regulatory requirements implemented also in anticipation of future legislation both in terms of the environment and health and safety at work, and always keeping in mind the requirements and guidelines related to energy efficiency
- prevent air, water and soil pollution risks
- prevent accidents, injuries and, broadly, any and all risks to the health and safety of workers
- focus on the reduction, where possible, of the consumption of energy resources and the production of waste
- aim to progressively lower the threshold of acceptable risks both with regard to the environment and health and safety in the workplace



With respect to its personnel:

- continuously comply with the statutory and regulatory requirements implemented also in anticipation of future legislation both in terms of the environment and health and safety at work, and always keeping in mind the requirements and guidelines related to energy efficiency
- prevent air, water and soil pollution risks
- prevent accidents, injuries and, broadly, any and all risks to the health and safety of workers
- focus on the reduction, where possible, of the consumption of energy resources and the production of waste



With respect to Customers / Agents:

- comply with any statutory and regulatory requirements and agreements entered into
- comply with contractual provisions and requirements
- comply with the applicable requirements, including those pertaining to the environmental field
- remain nimble in adapting to market evolutions and to changes in customers' needs
- in order to pursue the meet and exceed the needs and expectations of customers



With respect to suppliers:

- establish and maintain principles of fairness
- involve suppliers in the processes of environmental improvement, and health and safety at work, as well as in the energy efficiency activities implemented by the Company.



With respect to collaborators (including the Prevention and Protection Service Representative and the Corporate Doctor), local authorities and certification bodies:

- communicate effectively and transparently;
- foster fruitful relations in matter of environment, energy and safety



Furthermore, in all its activities the Company is inspired by ethical principles and promotes the values of quality of life with respect for the environment and man, pursuing the following objectives:

- strengthen the role of "Ethical" Company within the economic and social context in which it operates, with particular reference to respect for the human person and market expectations
- promote and consolidate within the Company a corporate culture capable of fostering a balance between economic growth and social responsibility

- raise awareness, in different capacities, by requiring them, within the scope of the activities carried out in the Company's interest, to adopt a correct, transparent and non-discriminatory behavior, in line with its ethical values
- ensure transparency in the relationships between Company and workers: employees are aware of working in a safe and ethically correct company, committed to protecting and improving their working conditions
- improve effectiveness and transparency in the management of business activities

To this end, the Company undertakes to:

- not rely upon or support child labour
- not employ underage workers
- not use forced or bonded labour
- not expose workers to situations that are risky or harmful to their health
- protect health and safety in the workplace, as well as the confidentiality of personal data in accordance with the corporate regulations and statutory requirements in force
- guarantee all personnel the right to freedom of association and to join a trade union, without any discrimination for representatives and trade union members
- not subject workers to abuse of any kind (physical, sexual, psychological, moral or verbal) or to any form of discrimination
- apply economic and regulatory benefits provided for by the applicable and specific collective labour agreements and by the provisions of the current legislation
- entrust its staff with functions and tasks related to their qualifications, in compliance with current laws and collective bargaining
- provide adequate professional training, taking into account the needs and personal characteristics of each individual
- treat with dignity, respect and morality every individual who works with the Company, in different capacities: workers, consultants and suppliers
- be open to dialogue with trade unions, demonstrating good faith, collaborative spirit and transparency in negotiations with trade unions

Furthermore, the Company undertakes to adhere to and comply with the:

- Conventions of the International Labour Organization (ILO)
- United Nations Convention on the Rights of the Child and the Universal Declaration of Human Rights
- all National and International Laws relating to safety in the workplace, including Legislative Decree 81/08 and subsequent amendments thereto, and EU Regulation 679/2016 on confidentiality and processing of personal data
- rules of conduct defined within its own Code of Ethics

The effectiveness of the policy is monitored through appropriate tools, such as:

- analysis of complaints and non-compliance events
- results of internal audits
- feedback from customers and stakeholders
- management review

Specific objectives and goals are:

- defined annually by Management, and
- brought to the attention of all internal and external personnel working for the Company, with adequate means

The commitment to improvement is defined by Management through the objectives and targets that are

- defined annually by Management, and
- distributed to all employees during specific meetings, and
- provided to all personnel who operate in the name and on behalf of the Organization during specific meetings

The Sole Director
Massimo Mosconi