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## INTEGRATED QUALITY, SUSTAINABILITY AND FOOD SAFETY POLICY

Esseco srl, part of the Esseco Group, is a leading company in the field of sulphur and its derivatives chemistry.

It offers products that guarantee quality, performance and safety in various sectors, including oenology, agriculture, automotive, chemicals, pharmaceuticals, food and feed.

Esseco srl has accompanied its growth strategy over time with the maturation of a corporate culture inspired by shared principles, commitments and good practices of social responsibility.

With a far-sighted policy of investment in the expansion of the energy mix that began as early as 1987, Esseco srl has embarked on a path of energy transition and sustainability, reducing consumption thanks to innovative projects that always look to the future.

A path of awareness shared with its stakeholders, through which Esseco srl intends to propose, in a structured way, a vision in which the main environmental, social and governance indicators, commonly known, are combined with the quality and safety of its products, under the acronym ESG (Environmental, Social, Governance).

### ESSECO S.r.l. has:

- Adopted an Organizational and Management Model (MOG) for the prevention of crime in accordance with Legislative Decree 231/2001,
- Adopted a Code of Ethics based on the ideal of cooperation with third parties for the mutual benefit of the parties, always respecting their respective roles. Esseco requires each stakeholder to be inspired by rules and principles based on a similar idea of ethical behaviour,
- Its Quality Management System is certified according to the UNI EN ISO 9001:2015 standard, which establishes customer satisfaction as the primary objective, guaranteeing the highest level of professionalism and competence in every service provided,
- Its Health, Safety and Environment Management System is certified to UNI ISO 45001:2018 and UNI EN ISO 14001:2015 standards.

The company also recognizes that adopting a Food Safety Management System (FSMS) is a strategic decision that can help improve its overall performance in terms of food safety and supply chain sustainability.

To this end, Esseco srl has made it a fundamental policy to continuously improve the quality standards set by its customers and to guarantee the health and safety of the final product and of all intermediaries involved in processing and packaging, including the final consumer for whom the product is intended.

To this end, an active policy has been adopted which has led to the certification of conformity, issued by a third party, to the FOOD SAFETY SYSTEM CERTIFICATION 22000 standard, recognized by the GSFI.

Through its management systems aimed at continuous improvement,

**The top management is committed to:**

- Create, spread and support the food safety culture through shared values, principles and norms that influence the culture and behavior towards food safety within the organization.
- Offer the market products that meet both explicit and implicit needs, at a competitive price, integrated with an increasingly personalized service.

**This commitment will be realized by**

- Applying risk-based thinking to assess and manage risks and opportunities;
- Involving subsidiaries in the Group's strategic objectives, from the definition phase to the evaluation of the results achieved;
- Innovation, research and development of solutions specifically designed for each individual customer;
- The ability to invest in the future, seeking new operational and technological solutions aimed at the commercial development of new products to be placed on the market;
- The constant awareness of all components of the organization of the importance of satisfying the requirements and needs of the customer and other interested parties;
- The choice of an organizational model based on the valorization of people and their skills, investing in professional training and the ability to set growth objectives;

The formulation, updating and dissemination of this Integrated Quality, Sustainability and Food Safety Policy at all organizational levels;

- Compliance with the mandatory and voluntary regulations chosen by the organization.

The objectives to be achieved by the management are the following

- Maintain/secure the long-term growth of the company;
- Maintain leadership in the field of sulphur and its derivatives chemistry;
- Improve customer satisfaction by improving service and reducing non-conformities;

- To adapt the organizational structure, both quantitatively and qualitatively, to the increasingly competitive needs of the market;
- Develop the skills of employees and support them with adequate resources and training;
- Monitor and improve the management of quality, food safety and ESG requirements over time, through the correct application of the organizational model and code of ethics in place within the company.

Implement sustainability policies in the direction set by ESG that are concrete, effective and have an impact not only in the short term, but also in the medium and long term.

In order to pursue the objectives set out in this policy, the management periodically sets measurable targets, communicates them to the staff, evaluates their achievement, provides the staff with the most advanced tools and equipment, monitors customer satisfaction and involves the entire structure in the process of continuous improvement of the management systems.

A handwritten signature in black ink, appearing to read 'G. Falsiroli', is written over the typed name.  
ESSECO s.r.l.  
Ing. Giuseppe Falsiroli  
Amministratore Delegato