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We are a contract cosmetics manufacturing company dedicated to promoting health, safety, and personal well-being. Our approach to business is built on three distinctive pillars: innovation, organization, and manufacturing excellence. We believe that the quality of our products and processes is a direct result of those who work with us, the relationships we build with customers and suppliers, and the respect we demonstrate towards the environment and the community.

This Policy defines who we are, how we operate, and the commitments we undertake every day. We share it with all interested parties because it provides practical guidance for our decisions and actions. We are committed to balancing the expectations of customers, consumers, authorities, suppliers, employees, and other stakeholders, recognizing that our growth is closely linked to the trust they place in us.

We operate in a complex and rapidly evolving environment. Our flexibility and ability to adapt enable us to remain competitive while consistently maintaining high standards of quality, occupational health and safety. We believe that sustainable industrial growth requires respect for the environment and the responsible management of natural resources. For this reason, we are committed to minimizing the environmental impact of our activities, reducing waste and resource consumption, and fostering a culture of sustainability throughout every level of the organization.

We recognize the importance of the local community and are committed to supporting local employment, as well as contributing to social and environmental development. Through ongoing collaboration with both public and private institutions, we actively contribute to the achievement of sustainable development objectives in line with the principles of the Agenda 2030.

The protection of people's health and safety, product quality and safety, environmental responsibility, and social ethics are fundamental elements of our Integrated Management System, which is compliant with internationally recognized standards, including: ISO 9001 for Quality Management, ISO 22716 for Cosmetic GMP, and IFS-HPC for Product Safety, as well as all applicable requirements for the production of Medical Devices and disinfectants products authorized as Italian PMC products. Furthermore, our Integrated Management System incorporates the principles of ISO 14001 and ISO 45001, supporting environmental management and occupational health and safety.

We design and manufacture safe products that comply with applicable requirements and meet customer expectations, while rigorously applying Good Manufacturing Practices. We promote a company-wide culture focused on product safety and the protection of the end consumer.

We provide safe and healthy working environments and conditions through the identification of hazards, the assessment of risks, and the implementation of prevention and protection measures in accordance with the hierarchy of controls, with the aim of eliminating hazards and minimizing occupational health and safety risks. We are committed to preventing work-related injuries and ill health, while continually improving our occupational health and safety performance. We promote the consultation and active participation of workers and their representatives, recognizing their essential role in the continuous improvement of our management system.

We enhance skills and competencies through continuous training, information sharing, practical instruction, and effective communication, ensuring that every employee is aware of workplace risks, responsibilities, and appropriate behaviors to follow.

We operate in full respect of human rights and workers' rights, prohibiting all forms of child labor, forced labor, discrimination, and harassment. We uphold freedom of association, promote equal opportunities, and a respectful workplace.

To meet the needs of an increasingly informed and discerning market, we have implemented a Halal Management System that ensures compliance with the applicable religious requirements for eligible products. We prevent cross-contamination, guarantee full traceability of raw materials and finished

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products, and provide adequate training to all personnel involved in Halal-certified activities. We ensure the correct use of Halal labeling and certification marks in accordance with the relevant certification schemes.

This Policy provides the framework for establishing the Company’s objectives and is focused on the continual improvement of the Integrated Management System. In line with the Company Policy, Management pursues the following objectives:

- Ensuring product compliance, meeting delivery commitments, and continually improving company performance;
- Define an effective organizational structure, with clearly defined roles, responsibilities, and processes;
- Maintaining a Management System compliant with the requirements of ISO 9001, ISO 22716, IFS HPC, and ISO 45001 for the design and manufacture of cosmetic products;
- Manufacturing Medical Devices and disinfectants products authorized as Italian PMC products in compliance with all applicable legal requirements;
- Meeting all applicable legal and other requirements relating to occupational health and safety.

To achieve these objectives, Management is committed to:

- ensure adequate training, information, and instruction to ensure that all employees perform their duties safely and in accordance with quality requirements;
- eliminating hazards and reducing occupational health and safety risks;
- actively consulting and engaging employees and their representatives, promoting their participation and involvement;
- ensuring safe, healthy, respectful, and inclusive workplaces, preventing work-related injuries, occupational diseases, discrimination, and harassment;
- continually improving the effectiveness of the Management System;
- promoting the development of employees' skills and competencies, the engagement of suppliers and other relevant interested parties, and environmental sustainability.

This Policy is communicated, understood, and implemented at all levels of the organization, is made available to interested parties, and is periodically reviewed by Management.

**Chairman of the Board of
Directors:**

Primo Tortini