



POLICY FOR SUSTAINABLE DEVELOPMENT (QUALITY, ENVIRONMENT, ENERGY, HEALTH, SAFETY, SOCIAL RESPONSABILITY)

By this Declaration, the Company intends to define its policy of integrated business management on issues related to Quality, Environment, Energy, Health, Safety and Social Responsibility, within the established guidelines of the **Responsible Care Program**. The policy, in accordance with the company's **Vision and Mission**, is based on a set of Corporate values, which have become the Company's reference in order to reach the **Objectives** defined in the company **Strategy**, with a view to achieving the continuous improvement of its performance. The policy details are as follows:

QUALITY

- Continuous improvement of the governance model for an effective, efficient and sustainable corporate management.
- Through motivation and awareness, involvement of all the personnel by means of training, information communication, update courses and professional development.
- Quality of products and services provided, aligned with customer expectations and customer retention over time.
- Clear and continuous communication of company strategy to all the stakeholders in transparency.

ENVIRONMENT

- Continuous monitoring of the atmospheric emission from the production plants.
- Reduction of the organic load and the amount of wastewater.
- Careful waste management, particularly regarding waste quantity reduction and waste recovery.
- Adhesion to voluntary environmental protection protocols while keeping close and effective contact with all the shareholders.

ENERGY

- Continuously improving the company energy standards.
- Ensuring the presence of energy consumption measurement and control systems in order to correctly identify the reduction targets.
- Search for technological and management innovations of energy consumption reduction by choosing equipment and services with better energy efficiency, right from the planning stage.
- Adoption of management practices and procedures that are oriented towards effective use of energy.

SAFETY AND HEALTH

- Risk prevention from the beginning, i.e. in the planning phase, the choice of raw materials, and the identification of the most best technologies in order to avoid any danger for the workers and guarantee healthy and safe work places and conditions
- Guarantee of a careful management of all the manufacturing operations in order to reach maximum safety in all the production phases, as well as in research and development.
- Commitment to responsibly handle the products during storage, manufacture, disposal and commercialization.
- Commitment to consult and involve workers, also through their representatives, in the System implementation

SOCIAL RESPONSIBILITY

- Voluntary commitment to manage all the ethical and social responsibilities in an efficient and pro-active manner and with a clear governance, by adopting a responsible behavior towards all the parties involved and in all the operations, in order to guarantee the company a long-lasting and sustainable development.
- Commitment to start processes allowing to build relationships with the stakeholders based on trust, fairness and transparency.

The Company undertakes to disclose the present **Policy** in the awareness that the growth of its activity must take place in an ethical and responsible manner, which is compatible with environmental protection, by an efficient use of energy, a safe and healthy work place, and is also in compliance with the applicable laws and other related regulations.

Furthermore, the Company commits to creating value for the community, the collaborators, the customers and the shareholders, through innovation and continuous improvement of its activities and performances, while maintaining a proper balance among social, environmental-safety and financial responsibilities, a fundamental prerequisite for its present and future success. The Company pursues these targets and monitors progress by carrying out risks and opportunities assessment through planned audits and the systematic review of the goals and the targets.

This Policy will be redefined on an annual basis, or whenever contingent needs arise.

Endura S.p.A. adheres to the "Responsible Care" Program which represents the commitment by the global chemical industry for the environment, health and safety, based on the implementation of principles and behaviors aimed at a significant, tangible and continuous improvement.

