

## POLICY FOR SUSTAINABLE DEVELOPMENT (QUALITY, ENVIRONMENT, HEALTH, SAFETY AND SOCIAL RESPONSIBILITY)

The purpose of this statement is to define the Company's integrated institutional policy on themes regarding Quality, Environment, Health, Safety and Social Responsibility within the guidelines of the **Responsible Care Program**. This policy, in consistency with Vision and Mission, is based on a series of **Company Values** to which the **Organization** refers in order to reach the **Goals** which, from time to time, are established by **Company Strategy**. In particular:

### ▣ QUALITY

- Continuous improvement of the organizational model with implementations for an efficient and effective management.
- Involvement of all the human resources in the company through motivation and awareness of their roles in connection to the activities carried out through training, information, refresher courses and professional advancement.
- Quality of the products and the services supplied, in-line with customers' expectations and maintained in the long term.
- Transparency in the communication with employees and stakeholders of the company strategy.

### ▣ ENVIRONMENT

- Constant monitoring of the plants' process off-gases.
- Reduction of organic load and quantity of waste water produced.
- Careful management of waste with particular focus on recovery and a reduction of the quantities produced.
- Compliance to voluntary environmental protocols and frequent and constructive communication with all involved parties.

### ▣ SAFETY AND HEALTH

- Prevention of risks at the source, i.e. during planning phases, in the choice of materials and the identification of the best economically sustainable methods and technologies.
- Guarantee of careful management of all production operations for the purpose of providing maximum safety throughout all manufacturing, research and development processes.
- Commitment towards the responsible handling of the products from the time of their storage throughout production, waste disposal and up to the sales of the goods.

### ▣ SOCIAL RESPONSIBILITY

- Voluntary commitment to manage efficiently and pro-actively all ethical-social aspects with clear governance through the adoption of a responsible behaviour towards all people involved and all activities conducted, for the purpose of guaranteeing the Company a harmonic and long-lasting development.
- Commitment to commence practices that allow to establish a relationship with stakeholders based on trust, fair play and transparency.

The Company commits to divulging their **Policy of Sustainable Development** in the belief that the development of its activities must be sustainable and compatible with the environment and the health and safety on working premises. Furthermore, the Company commits to creating opportunities for the community, its collaborators, its customers and stakeholders by means of the continuous improvement of activities and performance, while maintaining a proper balance between social, environmental-safety and economic-financial responsibilities, considered fundamental grounds for its present and future success. The Company is continuously committed to monitoring and pursuing these intentions by carrying out cycles of programmed audits, through the re-examination of the objectives and goals and by re-defining the present Policy each year and every time the circumstances may call for it.

*Endura adheres to the "Responsible Care" Program which represents the chemical industry's global commitment aimed at improving environmental, health and safety performance in a continuous, significant and tangible manner.*