



# QUALITY, SAFETY AND ENVIRONMENTAL POLICY

## CHIMIVER PANSERI S.p.A.

is built on these fundamental principles to ensure a safe and healthy workplace for all collaborators.

Professional development cannot be separated from environmental protection and the safeguarding of health and safety, as well as the psycho-physical well-being of every member of the organization.

This document defines the objectives for satisfying customers while respecting the environment, preventing injuries and accidents, and safeguarding the health of employees and other stakeholders.

**CHIMIVER PANSERI S.p.A.**'s mission is to make optimal use of human, energy, environmental, operational and financial resources to make its product and service competitive, professional, flexible, and consistently excellent, while maintaining its strategic positioning and long-term profitability.

In its approach to the market, **CHIMIVER PANSERI S.p.A.** pursues constant improvement of performance at all levels, in order to fully and promptly satisfy the individual needs of each Customer, in compliance with applicable laws and regulations.

**CHIMIVER PANSERI S.p.A.** has defined its context: **the design, production, sale and marketing of adhesives, paints and maintenance products for parquet, wood and resilient materials.**

The key factors for pursuing its goals are:

### QUALITY

- THE TRUST that CHIMIVER PANSERI S.p.A. strives to build and maintain, fostering constructive technical and commercial relationships with Customers and suppliers and to motivate the company's human resources;
- TRANSPARENCY as a cornerstone of ethical business conduct;
- TEAM SPIRIT as a cohesive factor to achieve an overall efficient and effective activity and to generate a corporate culture consistent with the objectives of the organization and the management system for quality, the environment and safety;
- QUALITY in its broadest sense, as an essential condition for strengthening the company's market position;
- INNOVATION to be applied not only to optimise its product offering but also in the management of resources, in internal organization and in the approach to the market.

## **HEALTH AND SAFETY**

- THE PROTECTION OF THE HEALTH AND SAFETY of its workers as an ethical principle;
- CAREFUL IDENTIFICATION AND ASSESSMENT of health and safety risks;
- COMPLIANCE WITH LAWS AND REGULATIONS REGARDING WORKPLACE HEALTH AND SAFETY (Legislative Decree 81/2008 and subsequent amendments);
- MANDATORY SAFETY STANDARDS guaranteed to customers through innovative products, providing them with adequate assistance during the development and application phases;
- ENSURE ALL STAKEHOLDERS have access to a safe workplace;
- PREPARE AN EMERGENCY MANAGEMENT PLAN, ensuring it is effectively communicated throughout the organization;
- COLLABORATE WITH PUBLIC AUTHORITIES, to ensure the correct functioning of emergency procedures;
- GUARANTEE ALL COLLABORATORS HEALTH SURVEILLANCE in compliance with current legislation.

## **ENVIRONMENT**

- COMMITMENT TO PROTECTING THE ENVIRONMENT, through compliance with applicable environmental legislation and regulations, with particular attention to waste management and the risks associated with the use of hazardous substances;
- ENVIRONMENTAL SUSTAINABILITY through the innovation of circular economy practices and the optimisation of energy and raw material consumption;
- COMPLIANCE WITH LAWS AND REGULATIONS REGARDING the prevention of pollution, waste and environmental protection (Legislative Decree 152/2006 and subsequent amendments);
- CAREFUL IDENTIFICATION AND ASSESSMENT OF ENVIRONMENTAL RISKS;
- DEMONSTRATE ENVIRONMENTAL COMMITMENT to all stakeholders;
- COLLABORATE WITH PUBLIC AUTHORITIES, to ensure the correct functioning of environmental procedures, communicate environmental data to stakeholders and mitigate any significant environmental impacts in the event of an incident.

## **SOCIAL / GOVERNANCE**

- SOCIAL SUSTAINABILITY by recognising every individual as a fundamental value and providing support for vulnerable employees;
- INSPIRATION AND ORIENTATION towards ESG (Environmental, Social, Governance) criteria for a financially and ethically sustainable company;
- ATTRACTING YOUNGER GENERATIONS by listening to and responding to their aspirations, embodied in the concept of "FUTURE".

## **INTEGRATED MANAGEMENT SYSTEM**

- ADOPT AN INTEGRATED MANAGEMENT SYSTEM (Quality, Health, Safety, Environment) recognised by one or more accredited bodies;
- PROMOTE CONTINUOUS TRAINING AND AWARENESS AMONG STAFF to consolidate a culture of individual and collective behavior aimed at respecting quality, health and safety, the environment and the surrounding area;

- IMPLEMENT MEASURES TO ENSURE THAT CONTRACTORS working in CHIMIVER PANSERI S.p.A. on behalf of external companies can operate in accordance with our principles of safety and environmental protection;
- ENSURE CONTINUOUS IMPROVEMENT, with measurable objectives.

For this reason, the company's **General Management**, through courses, meetings, communications, resources, tools, and appropriate means, ensures that the above is understood, implemented, and supported at all levels of the company.

The **General Management**, for its part, undertakes to periodically review its Quality, Safety and Environmental Policy to ensure its continued relevance and suitability.

To achieve these objectives, the involvement of all staff is essential, as is collaboration with the Workers' Representative for Safety, Health and the Environment: management responsibility extends across the entire organization, from the Employer to each individual worker, each within their own area of competence.

## The **General Management**

### **Pontida (BG - Italy),**

Panseri Oscar

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