



## ***Integrated Quality, Health and Safety, Environment and Energy Policy***

*Performance Additives Italy SpA of Termoli, a company operating in the field of rubber vulcanization accelerators, intends with this document to make known the values and reference principles of the policies on quality, health and safety, environment and energy that have always inspired and guided it in the management of its activities.*

*The company has decided to develop, implement and maintain an Integrated Management System, in order to guarantee the objectives set below and satisfy all the interested parties already identified by the analysis of the business context, through the continuous improvement of its process, designed to guarantee regularity and qualitative constancy of its service. The management system is built on a "Risk Based Thinking" approach and places stakeholders with their needs and expectations at the center of the activities.*

*In particular, the primary objectives established by the Top Management of Performance Additives Italy S.p.A. at all levels are as follows:*

- 1. Facing the challenges of the market with determination and a sense of urgency.*
- 2. Fully meet customer demands and expectations.*
- 3. Operate in full compliance with the mandatory national and international regulations on Health and Safety, Environment and Energy and the requirements to which the Organization has voluntarily decided to adhere.*
- 4. Creating value, sustainability and safety through the integration of professionalism, competence, knowledge and innovation.*
- 5. Concretize objectives and action programs, ensuring the availability of the financial resources necessary for the implementation of the interventions envisaged in the improvement plans and defining tools for their verification and measurement.*
- 6. Develop an advanced corporate culture oriented towards direct and indirect customer satisfaction, the improvement of all business processes and environmental protection, requiring the full involvement of Top Management and all the workers present in the Company.*
- 7. Support the procurement and purchase of energy-efficient products and services that have an impact on energy performance and the environment, as well as to support design activities for the purpose of improving the performance of the entire System.*
- 8. Support design activities that consider improving energy performance*

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# PERFORMANCE ADDITIVES

9. *Ensure the continuity of business and services with a view to expanding its market shares through the continuous search for improvement to be pursued with:*
- *low unit costs to be achieved through the reduction of energy costs, water consumption and raw material costs;*
  - *customer-oriented quality;*
  - *attention to the needs and expectations of interested parties as can be seen from the analysis of the Business context;*
  - *research of continuous improvement in performance with respect to pollution prevention, prevention of injuries and occupational diseases and quality of service / product;*
  - *maximum communication, transparency and awareness aimed at the local community and customers on environmental issues to obtain and consolidate trust in the company's activities and products;*
  - *maximization of the return on invested capital;*
  - *optimization of the Cost/Quality ratio understood as a daily operational attitude;*
  - *research of innovative, technological and managerial solutions aimed at reducing energy consumption.*
10. *Adopt means, procedures and working methods such as to minimize the risk of any accident and prevent accidents and occupational diseases in order to ensure the highest safety standards.*
11. *Ensure consultation of workers, trade unions and Workers' Safety Representatives on Health and Safety programmes and results.*
12. *Work to eliminate hazards and reduce OSH risks.*
13. *Ensure safe and healthy working conditions for the prevention of work related injuries and diseases.*

*Termoli, 13/12/2023*

*The Managing Director*

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