



Policy of Safety, Health,
Environmental protection,
Energy management
and Quality.



Lamberti understands that the development of the company in the medium and long term depends on a **responsible approach** to combine **environmental sustainability, energy efficiency, respect for safety and people's health.**

This is within the framework of a **continuous improvement** path aimed at the growth of the Company and the social context in which it operates.

The sharing of these **values and the commitment of all employees** are key elements in achieving these corporate goals.





Principles to pursue a sustainable development

Assume the compliance with Safety, Health, Environment and the Code of Ethics, as well as the improvement of the energy performance, as guidelines in business decision making processes, both in- protecting workers and respecting the needs of surrounding communities and the environment.

Guarantee the continuous compliance with current Safety, Health, Environment and Energy regulations and evaluate its strategic suppliers according with the Group policy.

Consider Quality, applied to all the departments of the Company, as the key to development and a necessary tool for creating a durable and defensible competitive advantage, through a continuous focus on customers.

Pursue the development of a chemistry respectful towards the health and safety of its employees and users, directing the research activities toward the use of innovative and sustainable raw materials, ensuring that the safety information of manufactured products is constantly updated and accurately made available.

Pursue the development of a chemistry respectful towards the environment through the introduction of new products that combine the increasing use of renewable raw materials with the achievement of performance improvements, with reduced environmental impact and energy consumption, throughout the life cycle of the products, inspired by the principles of circularity and taking into account the entire production chain, including logistical and supply chain aspects.

Ensure a responsible industrialization, through the adoption of innovative processes, leading to the responsible use of resources (raw materials, water, energy) with particular attention to their reuse, where possible, and the decrease of their environmental impact at the end of life supporting waste reuse, recovery and recycling and avoiding to disposal operations, drawing inspiration from the principles of the circular economy.

Constantly invest to nurture our people in order to:

- Cultivate and promote talents;
- State respect for Safety, Health and the Environment;
- Promote a culture for an efficient and sustainable energy management;
- Maintain Quality at levels of excellence;
- Promote proper work practices;
- Prevent any form of illegal, child, forced or compulsory labor
- Protect the respect for human rights
- Encourage tolerance towards others;
- Ensure equal opportunity and the prevention of all forms of discrimination and harassment.

Communicate openly and transparently with our employees, local communities and relevant authorities, aware of our Social Responsibility.

Develop improvement indicators and periodically review them in order to assess performances and the compliance with the Safety, Health, Environmental Protection, Energy Management and Quality policy.

Prevent all forms of corruption and protect fair competition.

This Group Policy is supplemented by the Policies of individual Affiliates and production units.

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Paolo Lamberti

PRESIDENTE





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