



## QUALITY, ENVIRONMENTAL AND SAFETY POLICY

As a company operating in an ever more competitive and selective field, and as one that intends to meet its clients' and employees' expectations and requirements, ADLER Srl has always considered quality as the main strategy to implement.

Furthermore, in ADLER Srl we are well aware that our own workers' and contractors' safety and health protection are as fundamental as the need to operate in full respect of the environment by complying with anti-pollution policies.

Hereunder, then, ADLER Srl makes a formal statement regarding its policies and corporate objectives in relation to customer satisfaction, environmental and anti-pollution measures, and with regard to the dangers and risks present in the workplace where company activity is centred on the development and manufacturing of colourings, stains, paints and accessory products for industrial use.

For a long time ADLER Srl has been adopting an integrated management system for Quality, Environment and Safety, in compliance with ISO 9001, ISO 14001 and ISO 45001 standards; thus, Company Management commits to the maintenance and continuous improvement of this system.

Company Management strives to ensure that the Quality, Environmental and Safety Policy is circulated, fully understood, put into effect and endorsed at all levels, since it firmly believes that the quality of the service and the company's relationship with the environment strictly rely on all the employees' compliance.

### **ADLER Srl thus commits to take constant action in order to:**

- Supply a product that meets the client's requirements in a durable way, by monitoring market trends and developing innovative and high-performing products.
- Safeguard its employees' and contractors' health and safety and respect environmental protection policies through the observance of the mandatory regulations and the rules that have been agreed upon and undersigned by Company Management.
- Involve and consult all the employees with regard to the singling out and assessment of risks and the preventive measures that need to be adopted.
- Administer the plants and equipment, the workplace, the operative methods and the organizational aspects in such a way that the health of all workers is protected, including that of contractors, company property, third parties, the community as well as the environment where the company operates.
- Manage its activities with a steadfast policy aimed at preventing accidents, near misses, industrial accidents and professional illnesses; in particular, a special attention is paid to monitoring chemical agent exposure so as to prevent possible harmful consequences.
- Control and improve its own company processes in order to safeguard employees' health, prevent pollution and lower production costs.
- Protect the environment through both a correct management and, whenever possible, the reduction of waste and polluting chemicals or noise emissions, with the second aim of minimizing the risk of accidents or damage to the environment (air, water and land).
- Encourage a 'risk based thinking' approach alongside constant self-improvement within the company, through an ever greater involvement of all the employees into the consulting and sharing of the quality, environmental and safety policies and objectives.
- Meet the expectations of stakeholders that ADLER considers relevant to its management system (competent authorities, the population, customers, suppliers, etc.).
- Guarantee information, vocational training and instruction for all the workers, employees, and contractors, so that they can carry out their duties in a situation of safety and personally take on full responsibility for the Safety and Health of Workers. This also aims at promoting a growth in the culture, sensitivity and awareness of company employees and third-party operators with regard to environmental issues.

Company Management undertakes to make available all the necessary resources for the fulfillment of the established objectives and to encourage the involvement of all the staff in pursuing these goals.

Company Management defines specific and measurable objectives related to the company's main processes, its environmental performance and for the sake of its workers' safety and health protection in the workplace, so that the overall state of the company can be correctly assessed. The state of advancement of the established objectives and the level of their fulfillment are monitored continuously and are formally analysed in Company Management's Assessment Review, during which the adequacy of the Quality, Environmental and Safety Policy is rated on a regular basis.