



INTEGRATED MANAGEMENT SYSTEMS POLICY

FRIULCHEM SpA aims to provide our partners with the best products to help strengthen their position in their respective markets, and our mission is to attract and unite partners, urging them to share values and guidelines in order to create a system of shared beliefs and meanings.

We are more and more focused on challenging projects and developing niche products. Our research and development activities are non-stop and our product portfolio is becoming more extensive every year. We have developed and consolidated our experience over more than 20 years. Some of our strengths are listed below:

- A very experienced team
- Great research and development ability
- The Vivaro plant with its flexibility and capacity to industrialise R&D results
- A product portfolio that grows year by year
- A laboratory that is fully equipped and the recipient of top awards
- Selected suppliers
- Products fully compliant with GMP and food safety requirements

The corporate vision is to consolidate the above and strengthen plant equipment, through expansion of production and authorisations

Our values are expressed in the Code of Ethics, which is duly shared with Company staff, employees, customers, suppliers, partners, associations and authorising bodies.

FRIULCHEM SpA believes it is very important to have third-party recognition of its Quality, Environmental Protection, Occupational Health and Safety, and the physical safety of its workers, independent contractors and visitors. This can be done through third-party and second-party certification, and its systems are there Certiquality (CQY) certified

These Management System Certifications meet expectations and are appreciated by both customers and the market as well as banking and insurance stakeholders. They are also instruments of internal organisation and have always been managed as such. Management firmly believes in the Certifications obtained, which are listed below:

- CQY ISO 14001 Certificate dated 28/12/ 2018 renewed on 21/12/2021
- CQY ISO 45001 Certificate dated 11/07/ 2019 renewed on 05/07/2022
- CQY ISO 9001 Certificate of 03/12/2020
- CQY FSSC 22000 Certificate of 01/06/2021
- CQY FAMI-QS Certificate of 11/05/2021









Management is careful to develop its corporate mission by committing itself to the continuous improvement of its environmental and health and safety policies, in accordance with its Code of Ethics.

It is therefore vital and obvious that Management is committed to providing the necessary resources and to ensuring its own involvement in identifying risks and opportunities related to all certified Schemes.

Management is also aware of the importance of the constant involvement of workers and, to this end, implements precise methods of worker consultation and participation with the activation of consequent improvement plans where required.




Similarly, Management requires all its Recipients to comply strictly with the prevention and safety measures adopted and described in the documentation of the Integrated Quality, Environment, Health and Safety Management System, while also promoting the culture of risk-based-thinking at all levels and among all stakeholders.






In particular, within the framework of the Occupational Health and Safety Management System, which was certified by Certiquality in July 2019, the following is a summary of the fundamental principles and criteria that FRIULCHEM SpA recognises and promotes in order to manage the health and safety of workers correctly, in line with the best practises for preventing risks and protecting workers by:

-  examining its production processes and activities, identifying areas of risk and potential for improvement and planning objectives to be pursued, in order to prevent accidents, injuries and illnesses at work and to minimise the risks associated with its activities as much as possible
-  investing in the best available technologies and best practices
-  planning and implementing mandatory training and designing a plan aimed at obtaining a high and continuous level of awareness and knowledge on Health and Safety issues, by all personnel, including any contractors working specifically within the Vivaro plant.
-  issuing appropriate operating instructions and forms
-  ensuring the efficiency and safety of the machines used and the plants built through a system of periodic checks and maintenance
-  fully and transparently meeting the requirements of the applicable health and safety legislation
-  effectively promoting worker participation and consultation and following up on any improvement actions required
-  drawing up safety plans and procedures, alarm systems and means of intervention to contain the effects and minimise the danger in emergency situations, and ensure that circulation and evacuation routes are provided and that these are always accessible

From the point of view of the Environment, FRIULCHEM SpA obtained the ISO 14001 certification in December 2018 and, through the commitment of Management and the resources made available, its Environmental Management System guarantees a correct and precise risk analysis and a continuous improvement of its environmental performance through the definition of objectives and action programmes in compliance with the principles of sustainable development.

In particular, with a view to preventing and reducing the environmental impact of production processes, products and activities, FRIULCHEM SpA works to:

-  ensure that its activities are conducted in strict and constant compliance with all applicable environmental and occupational health and safety regulations pertaining to its activities
-  evaluate, with a view to continuous improvement, the economic feasibility of using the best available techniques for reducing the environmental impact of production activities
-  make available resources, economic means and competences, assign powers and responsibilities and define the necessary procedures for the correct and effective functioning of its Environmental Management System

-  ensure constant analysis of stakeholder expectations, risks and opportunities in relation to environmental issues
-  meet the customer's compliance obligations, in particular by optimising the consumption of natural resources and energy wherever possible, and apply life cycle perspective principles, within the permissible scope
-  promote the awareness and involvement of all personnel in the implementation of the environmental policy, with appropriate information and training activities
-  involve suppliers of goods and services in the pursuit of improvement objectives
-  promote a transparent and collaborative relationship with the government authorities.

This Policy is a founding part of the Legislative Decree 231 Organisational Model.

It is shared with all staff through consultation on the server, at training sessions and by posting on the notice board.

The Policy is communicated to the stakeholders involved using the various forms provided for by the appropriate procedures and their subsequent level of involvement is monitored.

It is regularly reviewed by Management at annual reviews or when significant changes occur.

NB This Company Policy covers all certified schemes and is complemented by the Food Management System Policy document

Milan, 2 December 2022

The Management D.G. Mazzola