



GRABI'S QUALITY, ENVIRONMENT AND SAFETY POLICY

GRABI CHEMICAL S.p.A. (hereinafter GRABI CHEMICAL or the Company) produces fertilizers and other nutritional specialties and is based in Gadesco Pieve Delmona (CR), Italy.

The Company operates in full compliance with current legislation, with the standards and voluntary agreements signed, also in compliance with Organizational Model pursuant to legislative decree 231/2001 and with all regulations on Quality, Environment and Safety. It operates with all its facilities pursuing sustainable management related to the services and products of all its business areas.

The policy expressed below is applied in all areas of the Company ensuring that it is known by all workers and third party companies that operate even occasionally within the Company.

The Company's main objective is customer satisfaction, achieved in compliance with applicable laws and through continuous improvement in quality, energy performance, environmental performance, product and plant safety as well as services provided. GRABI CHEMICAL's commitment to Quality, Environment and Safety is highlighted in its Mission and Corporate Values and is expressed in the following standards:

Legislation	<ul style="list-style-type: none"> Manage activities in compliance with applicable legislation, GRABI CHEMICAL policies, signed voluntary regulations, and company provisions.
Safety and Health	<ul style="list-style-type: none"> Prioritize the prevention of accidents, injuries and occupational diseases. All workers, each according to his or her attributions and responsibilities, are responsible for Health and Safety management. Ensure that no activity conducted by the Company can create risks to the safety and health of employees and external communities by implementing prevention methods. Minimize the risk of major accidents understood as a combination of the probability of the event occurring and the severity of the effects. Understand the commitment to consultation and participation of workers and employee representatives.
Environment and Energy	<ul style="list-style-type: none"> Use the best available technologies and adopt international best practices for the purpose of continuous improvement in operational management, rational and efficient use of energy, and pollution prevention. Not cause pollution to soil, subsoil and groundwater. Reduce emissions, waste and energy consumption. Appropriately identify and interpret the needs and expectations of "stakeholders" with regard to environmental aspects. Inform suppliers, provide them with this Policy and share how to behave with regard to the environment.
Quality	<ul style="list-style-type: none"> Properly identify and interpret the needs and expectations of "stakeholders" and translate them into appropriate service/product specifications, while safeguarding the economic outcome of the business. Know the level of customer satisfaction so as to identify areas for process improvement and expand the sales network.
Continuous improvement	<ul style="list-style-type: none"> Promote and implement an efficient Environment, Quality, and Safety Management System based on well-defined procedures known at all levels of the organization, with a view to the continuous improvement of business activities. Continuously improve policies, programs and behavior on Environment, Quality, and Safety, taking into account technical progress, scientific knowledge and community expectations. Promote the use of the process approach and risk-based thinking. Provide systematic controls on facilities by taking the most effective measures to ensure product quality, traceability, and safeguard the safety and health of operators. Pursue set goals and objectives to ensure their implementation.
Communication social sustainability	<ul style="list-style-type: none"> Have the effective involvement and consultation of workers, including through their Health, Safety and Environmental representatives. Respect the diversity of cultures, gender, nationalities, and races. To develop the professional skills of the Employee Personnel of all levels and grades through education and training programs in Quality system methodologies, and laws governing the Environment, and Safety. Combat the use of alcohol and drugs.

Only with the commitment of each of us to assimilate the principles and objectives of the Quality, Environment, and Safety System as a useful and necessary system to prevent any problems, will it be possible to excel in Customer satisfaction, traceability of products and raw materials, continuous reduction of pollution, containment of energy consumption, and compliance with Safety regulations.

September 2022

GRABI CHEMICAL S.p.A
Moreno Grasselli CEO

GRABI CHEMICAL SpA