



Veneta Mineraria S.p.A.

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INTEGRATED COMPANY POLICY

Veneta Mineraria S.p.A., with the experience gained in more than sixty years of business in the processing of mineral products, has acquired such highly technical capabilities that it has achieved global market leadership in this sector.

To maintain this level, the company has committed to:

- defining, implementing and maintaining an Environmental Management System in accordance with the requirements of the UNI EN ISO 14001:2015 standard;
- defining, implementing and maintaining a Quality Management System in accordance with the requirements of the UNI EN ISO 9001:2015 standard;
- guaranteeing high quality of the service offered by the VENETALAB laboratory, through the implementation and maintenance of a Quality Management System in compliance with the requirements of the UNI GEI EN ISO/IEC 17025:2018 standard
- steering company processes, taking into account the context in which it operates and seeking to satisfy stakeholders in the performance of business activities by calculating and assessing all risks related to organisational and environmental management and furthering more environmentally friendly solutions, reducing the consumption of energy and natural resources;
- more efficiently managing the waste produced, favouring recycling or recovery wherever possible;
- complying with legal requirements, legal fulfilments and contractual regulations;
- planning, organising and implementing services in such a way as to meet the needs and expectations of its customers in terms of quality by developing appropriate control systems to monitor the quality level of the products supplied and the negative impact on the environment;
- divulging within and outside the company its philosophy in terms of quality and respect for the environment;
- promoting stakeholder engagement and consultation to ensure efficient and effective implementation of the integrated corporate system;
- furthering corporate growth without losing sight of environmental protection;
- protecting the health and safety of workers and preventing risks in the workplace
- recognising the right to respect human rights as a core value in the corporate strategy by committing to full observance of the principles of the Code of Ethics;
- effectively and efficiently implementing an organisational and control model, as defined in Article 6 of Italian Legislative Decree No. 231/01 and subsequent amendments and additions, capable of preventing all types of offences in relation to which the company may incur administrative liability.
- ensuring adequate information and training of personnel on environmental, quality, health and safety aspects and organisational and control models according to Article 6 of Italian Legislative Decree No. 231/01 as added and amended at all company levels;
- continuing the industrial development project aimed at increasing innovation processes with the full involvement of all stakeholders.

The company believes that it is only through highly motivated employees that customer satisfaction and thus business success can arise. That is why it is committed to ensuring that its employees receive training appropriate to their assigned tasks, furthering the enhancement of skills and the development of individual professional skills.

Veneta Mineraria S.p.A. declares that it does not trade or use in its production cycles minerals from the geographical area defined as the "Conflict Region" acknowledging the risk that significant adverse effects may be associated with the extraction, trade, management and export of minerals from conflict zones.

The commitments undertaken in this policy are pursued through improvement objectives, for the achievement of which the Management ensures all necessary resources and support.

The Organisation undertakes to constantly monitor the pursuit of these commitments, through scheduled audit cycles, the review of objectives and targets, and the review of this policy on an annual basis, and whenever contingent requirements make it necessary.

Veneta Mineraria S.p.A. undertakes to ensure that this Policy is understood, shared, implemented and enforced by all its employees and associates and at the same time undertakes to share it with all stakeholders, subject to approval by Management.

18 October 2023

Chief Operating Officer

