

Quality, Sustainability and Responsibility Policy

ERCA WILMAR Cosmetic Ingredients s.r.l. has established this Policy as the cornerstone for the continuous improvement of both the organization and its management systems. It provides the framework for defining objectives, monitoring performance, and driving ongoing development.

Management is fully committed to fulfilling all applicable legal, regulatory, and compliance obligations while promoting sustainable development across all company activities. The company is dedicated to eliminating hazards, reducing occupational health and safety risks, minimizing the environmental impact of its processes, and continuously improving its performance and products.

ERCA WILMAR COSMETIC INGREDIENTS s.r.l. supports and maintains an integrated Quality Management System in accordance with UNI EN ISO 9001, the EFfCI GMP Guidelines, and the RSPO Mass Balance Standard.

The principles outlined below define the direction and expectations for all employees in the execution of their responsibilities and provide the framework for planning and managing activities aimed at achieving the company's objectives and targets.

ERCA WILMAR Cosmetic ingredients s.r.l. is committed to the development and marketing of products that meet both the explicit and implicit needs of customers, while taking into account the operational context of the organization and the expectations of all relevant stakeholders.

This commitment is reflected in:

- Delivering products that fully comply with agreed specifications;
- Reducing the environmental impact of products and production processes;
- Continuously improving workplace health and safety conditions for employees.

The principles set out in this Policy are aligned with the United Nations Guiding Principles on Business and Human Rights and the Sustainable Development Goals (SDGs) of the 2030 Agenda.

In implementing its Quality Management System, ERCA WILMAR Cosmetic Ingredients s.r.l. is guided by the following principles:

- Understanding the context in which the company operates, as well as the needs and expectations of customers and stakeholders;
- Adopting a process-based organizational approach;
- Identifying and managing risks and opportunities;
- Maintaining a continuous commitment to the development of innovative products and process improvements that meet customer requirements and market expectations;
- Implementing, maintaining, and continuously improving a Quality Management System compliant with ISO 9001, the EFfCI GMP Guidelines for cosmetic ingredients, and the RSPO Mass Balance Standard;
- Promoting the wellbeing and quality of life of employees within the workplace;
- Respecting human and labour rights, with particular focus on combating human trafficking, forced labour, and child labour;

- Protecting the environment through responsible management of water resources, pollution prevention, reduction of atmospheric emissions and waste generation, and efficient use of energy resources;
- Safeguarding biodiversity and the surrounding environment as fundamental values of the territory in which the company operates;
- Promoting management and operational practices with suppliers and contractors that support the shared objectives of environmental protection and occupational health and safety, in compliance with contractual obligations and established procedures;
- Increasing employee awareness and engagement regarding Management Systems through effective communication and involvement.

To ensure compliance with these principles, ERCA WILMAR Cosmetic Ingredients s.r.l. undertakes to:

- Ensure the efficient and effective management of the Quality Management System through continuous monitoring, including periodic audits and management reviews;
- Plan, develop, update, and communicate Management System requirements in order to strengthen their implementation and effectiveness;
- Integrate continuous improvement into daily operational practices;
- Regularly monitor and assess the organizational context in order to maintain the company's market positioning and achieve established objectives and targets;
- Implement training, awareness, and educational programs at all organizational levels to support employee development, improve performance, enhance environmental and safety conditions, and increase emergency preparedness;
- Periodically review this Policy to ensure its ongoing suitability and to guarantee that all personnel understand, share, and comply with its principles.

Company Management ensures that this Policy is communicated to employees, suppliers, customers, and all companies operating at its sites. Management also undertakes to periodically review the effectiveness of the Policy, evaluate results achieved against established objectives, define corrective and preventive actions where necessary, and establish new improvement goals.

Date 28/11/2024

Management Signature
