

The Management of **PLASTAR s.r.l.** and **PLASTICSTAR doo** subscribes to this commitment for the implementation of the Group's Corporate Policy regarding Quality, S & S, Environment and Security as part of the activities carried out in all its production sites.

The Integrated Management System for the **PLASTAR- PLASTICSTAR Group** has been developed to ensure an effective and efficient use of resources, focusing on the expectations of customers and other stakeholders.

The primary commitment of the **PLASTAR- PLASTICSTAR Group** is aimed at promoting the following principles:

- **Quality:** ensure a high level of services to achieve complete customer satisfaction following the lines of UNI EN ISO 9001 and IATF 16949:2016 and customer CSRs (**PLASTICSTAR** has planned to achieve IATF16949:2016 certification by 2024);
- **S & SL:** promote safety in the performance of all activities in order to protect the health of its workers and external operators according to the mandatory requirements of the law, the current regulations on safety on jobs in compliance with UNI ISO 45001 (**PLASTICSTAR** has planned the achievement of ISO45001:2018 certification by 2024);
- **Environment:** safeguarding the environment and reducing the environmental impact of its activities according to national, international standards, the guidelines of UNI EN ISO 14001, the environmental CSRs of customers (**PLASTICSTAR** has planned the achievement of ISO14001:2015 certification by 2024);
- **Climate Change – Climate Change:** **PLASTAR s.r.l.** and **PLASTICSTAR doo** are committed to actions aimed at keeping under control all the risks that are related to climate change in order to preserve their business, the environment surrounded in full respect of future generations;
- **“Product Stewardship”:** promote Responsible Product Management throughout its life cycle with the adoption of all necessary measures to protect safety, health and the environment; identifying precise performance indicators for monitoring the impact of the business activity on the end customer;
- **Code of Ethics:** adoption and compliance with the Code of Ethics.

QUALITY POLICY:

OBJECTIVES AND COMMITMENTS TO THE MARKET

PLASTAR- PLASTICSTAR Group intends to propose itself as a leading and qualified company in the production/processing of carpets and plastic components for the automotive sector.

The methodologies that **PLASTAR** applies to achieve the objectives are:

1. Identify with precision **the current and future needs of the Customer** in such a way as to propose the most suitable type of service/product from a technical and economic point of view, if necessary adapting its services to its particular needs.
2. Maintain the **highest level of service** to the Customer, with regard to the respect of punctuality and delivery quantities;
3. **Increase the supply capability** by increasingly proposing itself as a company specialised in product engineering.
4. **Spread and improve your image** as a reliable and efficient company at an international level
5. Ensure the Customer the **prompt resolution of complaints and problems** arising from non-compliant products;
6. Adopt a direct management orientation to the **economic, structural and technological development** of the Company, with constant attention to market expansion;
7. **Periodically analyse** the performance of the activities and the **non-compliant performance**, in order to identify the critical points and implement targeted corrective actions;

OBJECTIVES AND INTERNAL COMMITMENTS TO THE PLASTAR- PLASTICSTAR GROUP

Within the logic of development and rationalisation, in order to offer a better service, the **PLASTAR-PLASTICSTAR Group** considers to pursue the following objectives:

1. Improvement of internal management processes and **procedures** and **information flows** thanks also to the increase in computerisation and automation of the same;
2. Increased **methodologies for monitoring** and measuring the **performance of our internal processes** to offer products and services that fully meet our customer's general, explicit and implicit requirements
3. **Define and disseminate clear documented information** to ensure effective and efficient operation of processes and control of products, including in terms of health and safety at work and environmental issues;
4. Monitor activities and products that may have an **impact on the environment**, in particular with regard to waste management and substance spillage;
5. Provide continuous **information, training and training** of staff through targeted training plans in order to promote their growth, motivation and skills and in order to enable workers to operate in accordance with the principles set out in this policy;
6. **Motivate and involve** all staff in order to mature an increasing awareness of the importance of their role within the company, promote shared values and correct behavioural models to reduce the risks related to the activities carried out;
7. Promote and maintain a **continuous process of continuous improvement**, aimed at achieving well-identified objectives for all the fundamental performance and key factors of the company, ensuring its continuous review and verification of effectiveness, sensitising **staff** to perform their tasks responsibly, encouraging each employee **to participate actively in continuous improvement programs**;
8. Ensure **compliance with the Code of Ethics**, an integral part of the organisation of the **PLASTAR-PLASTICSTAR Group**, based on essential behavioral values, and considered as a testimony of daily work consistent with the principles of honesty, fairness and respect, to protect the individual and professional rights of all interested parties.

OBJECTIVES AND COMMITMENTS OF PLASTAR VS SUPPLIERS

The materials, equipment, processing and, in general, the services purchased from PLASTAR are fundamental components for obtaining the Quality of products and processes. PLASTAR's commitment is to create a supply chain that respects our own environmental, ethical and social principles; PLASTAR undertakes not to use minerals from conflicting countries and to obtain the same commitment from its suppliers.

The Supplier is therefore a valuable **collaborator** for the Company and, as such, is:

1. **Monitored and evaluated**, in the quality of products and service.
2. **Informed** about the positive and negative results of the supplies by issuing 8D reports and their careful analysis
3. led to **collaborate** in the definition of innovative technologies/products or in any case more suitable to achieve the requirements of the final product supplied to the customer by sharing with him the CSRs of the customers.
4. Guaranteed the management of **relations with suppliers on the** basis of mutual benefit and in compliance with the requirements set out in this policy (see minimum certifications and CSR customer application);
5. A supplier **qualification criterion** has been adopted to ensure full compliance with the principles set out in this policy in terms of quality, environment and safety.
6. Planned, in agreement with the suppliers, a development of the supplier QMS in accordance with IATF 16949 pt 8.4.2.3.

The objective of establishing partnerships with its suppliers is achieved above all:

- activating two-way communication channels, at appropriate levels of both organisations, to facilitate rapid problem solving;
- evaluating, recognising and rewarding the efforts of the Suppliers and the results achieved (not only from an economic point of view but also renewing the collaboration relationships).

MANAGEMENT'S COMMITMENTS

In order to make it possible to achieve these objectives, the Management of the **PLASTAR- PLASTICSTAR srl Group** undertakes the following commitments:

1. **To define** and maintain constantly **updated** and adapted to the purposes of the organisation, the **strategic development lines of the Company** defined in this Policy, ensuring its periodic review and making workers aware of them;
2. **Ensure the conformity of the product/service** both of the contractual conditions agreed with the Customers and with respect to the legal requirements, **through the search for new technologies**, the **development** of high performance **products**, the **definition** and supervision of **processes** and the **implementation** of appropriate **preventive actions**;
3. **Promptly resolve** any problem of non-conformity of the product/service (recounted internally or reported by the Customers), through the search for the causes that generated it and the implementation of appropriate corrective actions;
4. **Promote continuous improvement** of **products, processes and organisation** through the definition, sharing and implementation of strong action plans;
5. **Disseminate a mindset** based on **risk assessment and management in all existing processes**;
6. **Establish** (in line with this Policy and the fundamental strategic lines) and review (with minimum annual frequency) the **measurable objectives (KPIs) of improvement** for each relevant area/process of business management, deciding and agreeing with the primary Managers the most appropriate ways to achieve them and constantly monitoring progress towards these results;
7. Make available the **resources necessary** to carry out and monitor the **activities and their continuous improvement, planning to acquire and increase them**;
8. **Communicate**, within the Company, its **intentions and objectives**, through the dissemination of this Policy, so that it is understood and supported at all levels of the organisation.
9. **To disseminate and promote this Policy also outside the company**, in order to facilitate an understanding of the **strategic lines** adopted by the **PLASTAR- PLASTICSTAR Group**.

ENVIRONMENTAL POLICY:

The **PLASTAR- PLASTICSTAR Group** considers environmental protection as an integral and strategic part of its business, considering the environmental compatibility of its processes and offices to be fundamental.

The **PLASTAR- PLASTICSTAR Group**, through its products and thanks to high efficiency, quality, innovative and energy-saving technologies, is committed to minimising the environmental risk related to the activities in place. In addition, in order to prevent pollution and ensure a prompt response to emergencies, to safeguard its employees, properties and the surrounding environment, it adopts appropriate procedures for managing its environmental aspects.

To ensure this commitment, it adheres to the following principles:

1. Applying compliance with local, national and community laws and customer requirements is an indispensable factor and is the starting point for continuous continuous improvement.
2. Pursue sustainable development through an integrated planning of the development phases of each individual process with the aim of minimising any risk to workers and the progressive reduction of environmental impact, avoiding potential risks, limiting the consumption of energy and natural resources and aiming at reducing the emission of greenhouse gases (CO₂) and the effective use of natural resources in an appropriate and economically feasible way (Scope 1-2 – 3);

3. Design the entire life cycle of the PLASTAR- PLASTICSTAR **Group products**, promoting the recovery and/or recycling of all the materials used.
4. The prevention of pollution and risks for workers is implemented through appropriate management of substances and processes and proper operation, maintenance and control of the plants.
5. Constant training and information, as the main tools to transmit and communicate to employees (employees, suppliers, customers and stakeholders) the principles, guidelines and methods of implementation of the Environmental Management System in order to increase environmental awareness.
6. The propensity to reduce the environmental impact and residual risks of its activities through open and effective communication, promoting values and a culture with respect to the environment by sharing it with people and externals (suppliers and customers).
7. Involvement of suppliers and contractors in the Environmental Management System to reduce the environmental impact and the risks of work activities carried out within industrial sites.
8. In the evaluation of suppliers, **PLASTAR- PLASTICSTAR Group** considers with particular attention and propensity to collaborate, those who are equipped with a certified Environmental Management System.
9. Environmental performance measurement and monitoring by implementing medium/long-term improvement plans
10. The wider and more widespread involvement of all employees is the fundamental requirement for the continuous improvement of processes and services for environmental aspects

S & SL Policy:

The **PLASTAR- PLASTICSTAR Group** considers the protection of health and safety at work as an essential objective to be achieved and constantly improved, with this document intends:

- express its willingness to reconcile the needs of economic development and value creation with the protection of health and safety at work;
- clarify the company's guidelines for the aforementioned protection;
- share with stakeholders (employees, collaborators, contractors, trade unions, institutions, citizens, etc.) the relevant management principles;
- encourage the consultation and participation of workers and their representatives, aware that their active contribution is decisive for the achievement of safety objectives;
- provide the reference to implement, document and maintain a robust, credible and reliable safety management system that complies with the UNI ISO 45001 standard and can be certified by an accredited body.

For the **PLASTAR- PLASTICSTAR Group**: Nothing is more important than the health and safety of all those who work with us.

therefore

“Our priority objective is a safe and healthy workplace”

This objective is reflected in the following management principles:

1. comply fully with current legislation (including any other requirements signed by the company), the reference legislation and the company's safety procedures;
2. use accordingly means, **equipment** and materials that have characteristics in accordance with the current safety legislation;
3. **provide staff with adequate personal protective equipment to ensure their safety during work;**
4. **ensure the presence of ergonomic workstations where everything is designed to reduce strains and incorrect postures;**
5. **ensure the use and handling of chemicals only after assessing their dangerousness;**
6. **ensure a safe working environment with respect to fire risk both in operation and in the emergency;**

7. provide safety in the workplace, trying to eliminate risks by investing in new equipment or analysing all processes when making changes to the working environment;
8. promote and pursue, in all business activities, the improvement of performance and safety outcomes;
9. prevent and correct any dangerous situation, promoting their reporting and systematically implementing the analysis of the causes and possible remedies;
10. spread within the company, through constant awareness-raising, a culture aimed at the implementation of correct forms of behaviour from the point of view of safety;
11. develop at all levels of the company, through training and information, professional skills and commitment to operate in compliance with prevention and protection procedures;
12. work to achieve a general awareness that the responsibility for safety is entrusted to all workers, at the various company levels, each according to their skills;
13. promote the involvement and consultation of workers and their representatives in the main processes of the Management System, with particular regard to safety prevention and continuous improvement;
14. encourage the participation of workers and their representatives of the **PLASTAR- PLASTICSTAR Group**, in the manner provided for by law and the Management System, with regard to risk assessment, prevention and protection measures (using the hierarchy of controls), training, information and training programmes, communication process, emergency preparedness and response;
15. involve contractors, which operate for PLASTAR Srl, in the protection of health and safety at work, in particular through the communication of policy and objectives, as well as cooperation and coordination at every stage of the contractual relationship;
16. pursue a reasonable and constant increase in safety performance and the resulting levels of physical and intellectual well-being of workers, through an organisation of work aimed at the purpose and the provision of adequate economic, human and technological resources;
17. carry out regular security audits and inspections by the RSPP, monitoring operational activities, training and information documentation, risk assessment and prevention and improvement plans;
18. continuously verify the safety management, through the critical analysis of the results achieved and the review of the principles mentioned above and the management system.

This Policy is oriented to the prevention of accidents and diseases at work and is the guide for the continuous improvement of safety performance and related management system. It also provides the framework for the definition and review of safety objectives by the **PLASTAR- PLASTICSTAR Group**.

These objectives take into account the critical issues reported in the Risk Assessment Document (DVR), as described in the Management System, where the Improvement Plans are also reported.

To be exact:

- in the Investment Improvement Plan, if the intervention involves an investment;
- in the Business Improvement Plan, for the activities identified as strategic for the **PLASTAR- PLASTICSTAR Group**;
- in the Environment and Security Improvement Plans, for the improvement actions related to the specific security of each site.

The DG is committed to the implementation of all the principles of the company policy and its objectives and to this end make available the necessary structure and resources; they shall also regularly monitor the achievement of the objectives and, where necessary, promote appropriate corrective or improvement actions.

Quality Policy. Environment and Security also has a role as a corporate communication document; in order to give it maximum dissemination, within the **PLASTAR- PLASTICSTAR Group**, the above-mentioned document is available to operators in the company's bulletin boards and shared in the company Telegram group so that everyone is aware of their obligations regarding quality, environment and S & SL; other interested parties are made available by the purchasing department and SGI.

For **WHICH ACTIVITIES TO QUALITY POLICY, ENVIRONMENT AND SAFETY** is the task of the Function Managers:

1. verify that this document is understood by its collaborators and, if necessary, provide the requested clarifications;
2. take appropriate measures to ensure that employees operate correctly from a Quality, Environment and Safety point of view in the performance of their duties.
3. To ensure its continued adequacy and effectiveness, the Policy is periodically reviewed and revised – as a rule as part of the Management review and following meetings with RSPP, RLS and competent physician – in order to incorporate the new intentions of the Management and/or changes that have occurred.

Stealing, 23/04/2024

Managing Director

Maurizio Ardinghi

