

ITAL G.E.T.E., headquartered in Morimondo (MI), operates on the national and international market in a leading position as a manufacturer of spray paints in the "do-it-yourself" sector with a complete range of paint products for decoration, a line of car touch-ups and some products for special applications.

Over the years, the company has always kept up with market developments and technological innovations.

MISSION – What sets us apart

ITAL G.E.T.E. sets as the primary objectives of its business:

1. satisfying the needs and expectations of both our direct customers and consumers and other interested parties through the manufacture of products with a high standard of quality
2. respecting the environment and the health and safety of its employees, customers and consumers by ensuring compliance with applicable laws and user requirements
3. improving our environmental performance by cooperating with our suppliers and customers
4. preventing occupational injuries and illnesses, aiming to keep them at zero, and ensuring a safe and healthy work environment
5. the pursuit of innovation and continuous improvement of our organization, our products and our service, including with regard to environmental and occupational health and safety performance
6. full respect for labor practices and human rights in particular by ensuring social dialogue, freedom of association and the right to collective bargaining, repudiating forced or compulsory labor, child labor and preventing discrimination in the workplace
7. avoiding all forms of exploitation by complying with labor standards

POLICY – How we intend to achieve our goals

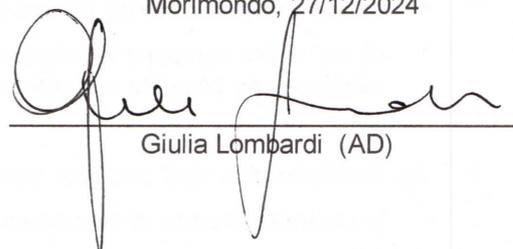
With the belief that doing things right the first time brings concrete benefits to us and our customers to an extent that results in the satisfaction of both, the strategy, put in place by management, consists of:

1. analyze the context in which the company operates, the internal, environmental, market, political, economic, sociocultural, technological, legal and ethical factors influencing the company's objectives and adopt robust tools containing risk mitigation measures and the ability to seize opportunities
2. maintain an integrated management system that complies with UNI EN ISO 9001, UNI EN ISO 14001 and UNI ISO 45001 and carry out periodic internal audits in order to give adequate confidence to stakeholders on all phases of our business, from the acquisition of orders to the shipment of the finished product
3. ensure safe and healthy working conditions for the prevention of accidents and occupational diseases, applying a constant commitment to the elimination of hazards and the reduction of risks for workers, in compliance with the collective agreement, and for all people who have access to the company site
4. maintain over time a close collaboration with our external suppliers, promoting the adoption of correct and safe behaviors to ensure a controlled and sustainable management of the entire production cycle starting from the procurement of materials and necessary services
5. sustain an ongoing commitment:
 - of the laboratory in analyzing and selecting new raw materials and studying new technical solutions while respecting the principles of environmental compatibility and product safety
 - of marketing in studying the market and identifying new needs or expectations from customers
 - of the entire company in identifying points of improvement in our internal organization in order to minimize any possible complaints from customers
6. be convinced that staff and their health and safety are our most valuable asset:
 - to minimize the use of chemicals classified as harmful to workers' health and safety

- to maintain an appropriate level of sensitivity to customer needs in order to understand and meet their needs through our own work
 - to maintain, through specific training courses, an appropriate level of competence and degree of awareness, understood as the ability to deal with operational, environmental, management regulatory and occupational safety issues without improvisation and in line with customer expectations
 - create a work environment that attracts talented people and that can enable them to develop their full potential
 - constantly monitor the alignment between the tasks assigned and the salary levels assigned
 - implement remuneration policies including performance bonuses
 - ensure transparency in communication regarding remuneration in all its components
 - exercise leadership to motivate our people to achieve the objectives set and increase awareness of the importance of everyone's behavior
 - avoid any kind of political discrimination, racial, religious, gender and any other kind
 - ensure and encourage consultation with workers and their representatives
7. be convinced that the environment is an invaluable common good and aware of our responsibilities:
- constantly comply with international, national and local legislation as well as any voluntary agreements aimed at sustainability along the product life cycle
 - pay the utmost attention to the prevention of all forms of pollution and accidents
 - develop, from design to final disposal, safe and environmentally friendly products by not using carcinogenic or mutagenic substances, ozone-damaging gases, pigments with heavy metals and limiting the use of aromatic solvents to a minimum
 - foster an open dialogue on environmental issues between the company, employees community and the media
 - use energy rationally through efficiency actions that lead to a 5% reduction in consumption by 2025 also to reduce climate-changing emissions (GHG)
 - use water and natural resources rationally by avoiding any form of waste
 - systematically detect all environmental impacts of our activities, understand their effects and identify their causes
 - make a commitment, with a view to the circular economy, to generate and manage waste in such a way as to prioritize, whenever possible, reuse, recovery and recycling rather than disposal
 - adopt technological processes that minimize environmental impacts
 - create operating procedures to ensure the operation, maintenance, modification of facilities with a view to pollution prevention
 - communicate the contents of the Policy, in appropriate forms, to employees, companies working for us, suppliers, customers and those who may have a specific interest in it.

The Company undertakes to periodically review this policy with the aim of keeping it active and appropriate to the Company's goals and objectives.

Morimondo, 27/12/2024



Giulia Lombardi (AD)