

Since 1985, **ITAL G.E.T.E. Srl** has been a leading manufacturer of spray paints under its own brands and Private Label solutions for the DIY market. Through passion, expertise and precision, the Company has consolidated its commitment to “bringing colour to Brands” through excellence in aerosol paint manufacturing, strengthening its guiding principle: *“Inventing, expressing and spreading colour.”*

ITAL G.E.T.E. has built its identity by continuously evolving alongside the market and the most advanced technologies. Thanks to highly specialised know-how, we develop spray paints with outstanding adhesion, designed to ensure excellent and long-lasting performance across all applications, including decoration, automotive refinishing and special-purpose uses.

We use aerosol cans made from potentially recyclable metal and propellants with a reduced environmental impact, in line with our commitment to sustainability and the principles set out in this Policy.

Our approach places Customers at the center of everything we do. Leading companies in their respective industries, colour specialists, professionals, retailers, and a large community of Artists and Writers, including internationally renowned professionals, have chosen us because we listen to their needs, anticipate expectations, and create comprehensive experiences. We provide high-quality coating product ranges and customized packaging solutions designed to enhance Brand identity and make every product a distinctive communication tool, fully reflecting the vision of the Customers who place their trust in us.

Just as Customer satisfaction is a key priority, Top Management conducts its activities based on the principles of responsibility, innovation, safety and sustainability, and is committed to:

- Promoting a culture based on transparency, prevention, continuous improvement and open dialogue with Customers, Employees, Communities, Authorities and all Interested Parties.
- Adopting and integrating **Quality, Environmental Protection, Occupational Health & Safety, and Major Accident Prevention** as strategic elements within a single **Management System compliant with ISO 9001, ISO 14001, ISO 45001, Legislative Decree 105/2015 (Seveso III) and Legislative Decree 81/2008**.
- Defining an organizational structure dedicated to the implementation, maintenance and monitoring of the Management System.
- Ensuring the availability of the resources necessary to achieve corporate objectives and pursue the defined strategic directions.

This framework enables the systematic assessment of risks and opportunities related to Quality, Environmental Protection, Health and Safety, ensuring a responsible, proactive and continual improvement-oriented approach.

MISSION – What Drives Us

- **Fully satisfy** Customers, Consumers, Stakeholders and Shareholders by ensuring **high-quality**, safe and reliable products.

- Establish responsibilities, roles and reporting lines for all personnel, ensuring an effective and functional organization.
- Develop strategic and operational plans that clearly define Company objectives and ensure the allocation of the resources and investments necessary to achieve them.
- Identify, monitor and continuously improve business processes through measurable indicators and systematic communication of Quality, Health, Safety and Environmental (QHSE) performance.
- Assess hazards, environmental impacts, and risks or opportunities related to the design of new activities, processes, products, facilities and services, as well as significant modifications thereto.
- **Protect the environment and the health and safety of Employees, Customers, Users and the Community**, ensuring compliance with applicable national and international laws and regulations.
- **Prevent injuries, occupational illnesses, major accidents** and any form of pollution, including through collaboration with Suppliers and Customers.
- Continuously seek technical, organizational and management **solutions that improve our performance** in all areas.
- **Exercise leadership** to motivate our people to **achieve established objectives** and increase awareness of the importance of individual behavior.
- **Promote innovation, social responsibility, protection of human rights** and fair labour practices.
- Create a **working environment capable of attracting talented people** and enabling them to fully develop their potential.
- Train and empower personnel and promote ongoing dialogue with all internal and external interested parties in order to raise Suppliers', Partners', Shareholders' and Customers' awareness of QHSE aspects linked to their activities.
- **Ensure and encourage consultation and participation of employees and their representatives.**

OUR COMMITMENTS

1. Product, Service and Process Quality

- Maintain a Quality Management System compliant with ISO 9001, ensuring controls throughout all stages of procurement, production, logistics and customer service.
- Continually analyze the internal and external context in which the Company operates, assessing risks and opportunities that may affect corporate objectives and implementing mitigation measures to increase the reliability of processes and stakeholder relationships.
- Actively collaborate with qualified Suppliers, promoting and maintaining safe and sustainable practices over time in order to ensure controlled management of the entire production cycle and related services.
- Identify market needs in order to develop innovative and high-performance products.

2. Environmental Protection

- Comply with applicable environmental legislation and voluntary agreements.
- Minimize environmental impacts and pollution through efficient technologies, periodic monitoring and containment systems.
- Design safer and more sustainable products by limiting the use of aromatic solvents and prohibiting carcinogenic and mutagenic substances, heavy-metal pigments and ozone-depleting gases.
- Manage energy, water and natural resources responsibly, with the objective of reducing consumption and greenhouse gas emissions, preventing any form of waste and raising awareness throughout the Organization.
- Implement efficiency improvement actions and internal policies aimed at reducing Scope 1 and Scope 2 greenhouse gas emissions by 5% by 2030.
- Promote the sale of lower environmental impact products (water-based products), targeting 5% of total turnover by 2030.
- Achieve the adoption of 30% hybrid or electric vehicles within the Company fleet by 2030, with the aim of reducing particulate emissions and noise levels.
- Support the circular economy by prioritizing the reuse, recovery and recycling of waste, with the objective of maintaining at least 85% of materials directed to recovery operations.
- Maintain an Environmental Management System compliant with ISO 14001.
- Promote the sharing and disclosure of sustainability information presented in the Sustainability Report.

3. Occupational Health and Safety

- Pursue the objective of "0 (Zero) workplace injuries and occupational illnesses", ensuring that workplaces are safe, healthy and compliant with ISO 45001 through prevention, a continuous commitment to hazard elimination and risk reduction for employees and all persons accessing the Company site.
- Eliminate hazards and systematically reduce risks through periodic assessments, maintenance activities, inspections, dedicated investments and the promotion of near-miss reporting.
- Train, instruct and raise awareness among all personnel so that they act competently and responsibly.
- Ensure employee participation and consultation, as well as that of their representatives, promoting a culture of prevention.
- Minimize the use of chemical substances classified as hazardous to workers' health and safety.

4. Major Accident Prevention (MAP) – Seveso Directive

ITAL G.E.T.E. implements a Major Accident Prevention Management System (MAPMS) compliant with Legislative Decree 105/2015 and UNI 10616 and UNI 10617 standards, integrated into the Company Management System and governed by the principles defined in the “MAP Policy Document for Major Accident Risk Prevention.”

The main commitments are:

- Ensuring that major accident risk, understood as the combination of the probability of occurrence and severity of consequences, remains consistent with the current state of knowledge, technology and applicable legislation concerning safety and environmental protection.
- Compliance with laws, regulations, specifications and national and European standards.
- Demonstrating continuous commitment to the protection of safety, health and the environment, both towards the public and in cooperation with the competent authorities.
- Treating risk prevention as a fundamental element to be pursued throughout workplaces and all operational phases in order to ensure the safety of employees, Interested Parties, external stakeholders and the environment, through inspections, audits and effective ongoing operational control conducted by qualified personnel and/or specialized professionals.
- Continuous improvement in risk control and reduction through internal and external reviews and assessments.
- Employee involvement and consultation on Safety matters.
- Continuous training and awareness programs at all levels of the Organization.
- Dissemination, awareness and implementation of the Policy at all organizational levels.
- Ensuring the effective implementation of the Internal Emergency Plan through training and emergency preparedness activities related to major accident scenarios, and pursuing cooperation with local authorities regarding the implementation of the External Emergency Plan.

5. People, Ethics and Social Responsibility

- Protect human rights and ethical labour practices through:
 - respect for freedom of association and collective bargaining;
 - total prohibition of child labour and forced labour;
 - equal opportunities and absence of discrimination based on gender, race or religious belief.
- Develop a work environment that values talent, expertise, growth and well-being.

- Ensure transparency in relationships, communication and remuneration policies, continuously monitoring alignment between assigned duties and remuneration levels, and safeguarding employment relationships through the adoption of national collective labour agreements for 100% of employees.
- Implement remuneration policies including performance-based incentive schemes.

6. Communication and Transparency

- Communicate this Policy to Employees, Suppliers, Customers, Authorities, Communities and any interested party.
- Maintain an open and responsible dialogue on environmental, safety and major accident prevention matters.
- Make available clear information on the measures adopted to protect employees, neighboring communities and the environment.

7. Continuous Improvement

- Periodically review the Management System, objectives and performance to ensure effectiveness, adequacy and compliance.
- Promote technological and organizational innovation in support of quality, safety, environmental protection and accident prevention.
- Allocate the resources necessary to achieve objectives, identify and manage improvement opportunities, assess potential risks and pursue sustainability.

Management ensures that this Policy is periodically reviewed, understood and implemented by all personnel and made available to all interested parties.

Morimondo, 26/02/2026.

Direttore Generale – ITAL G.E.T.E. Srl

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