



## Quality, Health, Safety and Environment Statement (QHSE Policy)

Stabio, 13/05/2022

Our mission is to be the best-performing trader to the raw materials industries, as measured by our customers, shareholders and employees, through our ability to deliver exceptional value, consistent quality and continuous innovation to customers around the world.

Our Guiding Principles:

- Our customer are the focus of everything we do.
- Every employee contributes to our success.
- Integrity shall never be compromised.
- Continuous improvement drives performance and supports our aspiration to achieve excellence.
- We recognize that leadership and teamwork are prerequisites to achieving our goals.

### Quality Policy Statement (Q)

**General-Oxo S.A.** want to be the best-performing trader to Plasticizers and PVC industries, as measured by our customers, shareholders and employees.

Quality is of paramount importance for **General-Oxo S.A.** in conjunction with all other responsibilities.

The Quality Statement will be supported by following commitments:

- All employees at **General-Oxo S.A.** are responsible for implementing and maintaining quality procedures within the guidelines issued by Quality Management, as needed by each site, and providing information to the suppliers, customers and the general public.
- Employees are our greatest resource. We aim to recruit the best people in the industry and develop them further through ongoing training and coaching to keep them committed to our organization, motivated and reliable.
- **General-Oxo S.A.** will fulfil customers' needs and expectations through the following:
  1. By anticipating & meeting applicable regulatory & legislative requirements.
  2. By anticipating & meeting customer needs through constant interaction.
  3. By collaborating with its own suppliers, co-suppliers and other third parties (i.e. Logistic companies).



- Our customers are the focus of everything we do. **General-Oxo S.A.** is committed to implement and maintain a Quality Management System to guarantee the customers satisfaction with consistent quality, service and product innovation.

- **General-Oxo S.A.**, in accordance with our mission, commits to maintain the Management System within the company and continually strive to improve the products, processes and service, in order to be more and more efficient.

### **Health, Safety and Environment Statement (QSE)**

**General-Oxo S.A.** will administer the business in order to reduce systematically the environmental impact and promote the continuous improvement of health and safety of our employees, customers, third parties and the public in general, while meeting all the applicable laws and regulations and the obligations of compliance in force in all the countries in which we operate. All employees are required to take responsibility for their own safety and to contribute to the safety of their colleagues. This policy applies to all the activities connected to **General-Oxo S.A.**, from Logistic to Customer services, Accounting colleagues and to Sales representatives traveling for work. This policy defines not only the framework of our HSE strategy, also the Vital Actions, Balanced Scorecard, periodic reporting processes, constant improvement learning.

Guiding principles:

- HSE excellence is the requisite for our long-term success.
- HSE excellence requires commitment and personal contribution of all management levels and employees.
- The protection of people and environment health and safety is always a priority, independently of the urgency of an assignment, project or commercial interest.
- Employees have the obligation and ability to prevent accidents, staying focused on the activity and paying attention to the surrounding environment.
- We do not tolerate violations or non-compliance with HSE policies and procedures, including unauthorized discharges into the air, water pipes or ground.
- All employees and collaborators are responsible to understand and observe all regulations, obligations and procedures relevant for their work necessities.



**General-Oxo S.A.** commits to:

- Continuously improve the compliance and the HSE results through constant implementation of HSE management systems.
- Integrate the HSE interests in all the business and operational planning and in the decision-making.
- Provide a work environment where health and safety are of primary consideration and provide a relevant and timely training to all employees.

Demand the same level of diligence and HSE results from the collaborators who work with us, as required from our employees.

- Enhance systems of risk evaluation included the Management of changes, with the purpose of a continuously improvement.
- Select our products and provide efficiently the raw materials, in line with our Sustainability goals and policy.
- Respond properly and promptly to any HSE incident and share the “learned lessons” with the entire Company.
- Work proactively with the legislator, regulators, suppliers, agents/distributors, groups involved and other industry corporations to develop and promote effective approaches to health, safety and environment protection.
- Employees, who violate the HSE policies, laws and/or regulations, or managers/supervisors, who disregard the implementation of this policy, will be subjected to disciplinary action, which may even bring to layoff.

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