



## QHSE

### **Integrated Policy for Quality, Environment, Health and Safety**

Novamont is an international player in bioplastics and the development of biochemicals for various application sectors. It promotes the transition from a product-based economy to a system-based economy through a bioeconomy model based on territorial regeneration, starting from local areas and redeveloping industrial sites that are no longer competitive or disused to generate new supply chains, offering new products to meet market demands while creating new jobs. Novamont 's mission is to develop bioplastics and biochemicals through the integration of chemistry and agriculture, activating biorefineries for bioproducts that are integrated into the local area, contributing with application solutions with lower environmental impact that ensure efficient use of resources throughout their life cycle.

Developing alternatives that provide systemic environmental, social and economic benefits is the primary focus of the organization. It is embedded in all aspects of our business, starting from the products themselves, through the manufacturing process and its maintenance, through the supply chain, to involving the way we communicate and interact with the community.

We continuously seek to improve our performance by assessing technological, economic, and social contexts and developing strategic partnerships in which we pool experience and expertise. We develop effective collaborative systems, establishing and maintaining fruitful working relationships with internal and external stakeholders, upstream and downstream in the supply chain.

Novamont has an integrated approach to managing the Quality, Environment, Health and Safety aspects of its processes, activities and products. This approach is an essential part of the company's management system and meets the needs of customers (direct and indirect) as well as the needs of all other stakeholders.

The Integrated Management System of Novamont provides the framework for developing, implementing, monitoring and reviewing objectives, targets and standards in a way that creates a culture of seeking continuous improvement and reducing possible risk factors. Adequate resources are secured to achieve this goal.

#### **As part of its policy, the Novamont Group and its subsidiaries are committed to:**

- Develop, implement, measure, monitor, review and continuously improve its processes to ensure compliance with ISO9001, ISO 14001 and ISO 45001 standards, and Good Manufacturing Practices (GMP) including those defined by the EFfCI guidelines for cosmetic ingredient manufacturing.
- Comply with laws and regulations applicable to its operations and products, and when applicable, food safety and standards and customer requirements; if no appropriate law or standard exists, Novamont adopts and applies the best available techniques and methods that reflect its commitment to compliance with QHSE requirements, and societal expectations.

- Establish measurable goals and targets through which QHSE performance can be monitored and improved.
- Adhere to the principles of sustainable resource management, pollution prevention, environmental management, energy efficiency, process and product safety and sustainability, including by signing up to international voluntary programs that promote these principles.
- Manage its tangible assets by coordinating Process Safety with Asset Integrity aspects, optimizing the use of energy and natural resources.
- Demonstrate clear management commitment to continuous improvement in QHSE performance.
- Consult workers, labour organizations and communicate with relevant stakeholders in relation to the development and improvement of the management system.
- Ensure that workers, service providers, and contractors have adequate resources, information, and training necessary to perform their work competently, safely by promoting their psychological well-being; so that the achievement of the system's objectives in terms of product and service compliance is ensured.
- Ensure that all workers take actions to prevent accidents and injuries through the application of risk management procedures related to their work.
- Similarly ensure that all workers take actions to ensure product quality and internal and external customer satisfaction through the application of business process management procedures and adherence to GMP.
- Identify, report, record, and analyse incidents or near misses, nonconformities, and unplanned events to draw lessons learned and implement corrective and preventive actions;
- Regularly review the effectiveness of the integrated QHSE system through evaluation and auditing processes.
- Regularly inform employees, labour organizations, authorities and the public of the company's achievements in the areas of, safety, health, environmental protection and sustainability.

This policy is periodically reviewed and is distributed within the Novamont Group and to interested parties. Published on our website [www.novamont.com](http://www.novamont.com). It confirms the commitment to the management of Quality, Environment, Health and Safety by ensuring the achievement of Corporate Responsibility, legal compliance, environmental awareness, increased sustainability, and customer satisfaction.

Catia Bastioli, CEO



03/02/2025