QUALITY AND ENVIRONMENTAL POLICY

NETTUNO S.r.l., a leading company in the Italian market in the production of hand care, hygiene and protection products, as well as in professional cleaning, has made Quality and Environmental protection a strategic factor of primary importance, on a par with its human and technological resources, in order to adequately respond to the Customer's growing needs and maintain a leading position in its sector.

Compliance with deadlines, quality of service, innovation, environmental protection and human health are competitive strengths that guide the Company towards continuous improvement, in line with the requirements of the certified management systems **UNI EN ISO 9001** (since 1998) and **UNI EN ISO 14001** (since 2003), as well as with the achievement of the EU **ECOLABEL** certification for some product lines.

To this end, it is NETTUNO's objective to always satisfy its Customers, providing the best possible service and constantly striving to improve itself and every company process through a systematic approach to continuous improvement.

The Company is committed to consolidating its purpose through conduct based on high standards of professionalism, compliance with Customers' contractual requirements and conformity with applicable mandatory regulations – both internally and in relations with customers and suppliers – including the most recent European provisions on environmental communication (EU Directive 2024/825 and its national transposition) and on sustainable packaging (EU Regulation 2025/40).

HUMAN RESOURCES are the competitive factor par excellence. Business success, safety and customer satisfaction depend essentially on people, the primary source of NETTUNO's strength.

Company management is committed to:

- fostering the personal and professional growth of its staff, in order to offer an ever-better service, and constantly raising their awareness of environmental and sustainability issues;
- investing in technologically advanced machinery and equipment, not only to optimize production times but also to reduce waste and safeguard environmental protection;
- expanding its business in the "Skin care" and professional cleaning sectors, consolidating its presence in European and non-European markets, also in comparison with top-level competitors;
- developing and expanding low environmental impact product lines that also satisfy customers who are most sensitive to environmental issues;
- reducing energy resource consumption by investing in the best available technologies and in the production of self-generated renewable energy;
- encouraging the recycling and reuse of resources, including through the use of packaging made from recycled material;
- reducing and eliminating emissions and waste directly at the source, actively pursuing the principles of the circular economy;
- adopting working methods and technologies in its processes aimed at preventing pollution;
- ensuring the accuracy, specificity and verifiability of any communication relating to the environmental characteristics of its products and processes, in compliance with the principles introduced by European legislation on Green Claims;
- collaborating with the competent authorities and the community for the ongoing improvement of quality and the environment;
- understanding the needs and expectations of interested parties (customers, suppliers, employees, the community, supervisory bodies);
- considering and analysing internal and external context factors relevant to the organisation;

- determining risks and opportunities, defining and monitoring the related actions;
- making available, through its **Sustainability Report**, the results achieved and future objectives in environmental and social matters.

Management is committed to assessing and determining, at least annually, the development objectives of the Quality and Environmental Management System, verifying the suitability and relevance of this Policy and updating it where necessary, including in relation to changes in the regulatory, market or organisational context.

It is therefore NETTUNO Srl's firm intention to adopt all the measures necessary to maintain the UNI EN ISO 9001 and 14001 certifications.

Management

Castelli Calepio, 5 November 2026