

QUALITY AND ENVIRONMENTAL POLICY AND TARGETS

IRIS Coatings has as its main objective **the satisfaction of the needs of the interested parties.**

These parties include customers, employees, suppliers, owners and the community of the area in which the company operates.

The company therefore has the following purposes:

- ✓ satisfy the Customer, systematically respecting the technical, time and quality requirements specified in the orders, in order to consolidate a relationship of trust with them and to establish a collaboration based on transparency, flexibility and speed of action
- ✓ carry out a systematic check, at least quarterly, of the company's economic performance, based on the actual progress of the orders
- ✓ respect the dignity of employees, valuing their professionalism and ensuring them a safe and hygienic working environment
- ✓ empower the employees of the company, according to the good execution of the works and the adequate use of the equipment
- ✓ pursue the improvement of working conditions to ensure the highest level of safety and production capacity
- ✓ implement specific training and retraining programs for operators according to the technological innovation of equipment and business models
- ✓ define and implement selection and qualification criteria for Suppliers based on their proven ability to provide adequate products and services
- ✓ ensure the planned management of corporate financial resources to allow the company to create wealth and well-being and to invest profits to finance development and improvement programs
- ✓ develop commercial penetration with its own brand in expanding markets and commercially exploit the reliability of the product sold

Environmental care:

- ✓ Support development that meets the needs of the present without compromising the ability of future generations to meet their own needs
- ✓ Maintain compliance with European, national and local environmental protection standards, by implementing a concrete and significant prevention of environmental pollution
- ✓ Carry out the disposal of waste in a differentiated and controlled form, ensuring its recycling and avoiding pollution
- ✓ Determine, control, reduce the significant environmental impacts resulting from the activity carried out
- ✓ Attention to and evaluation of risks related to environmental change
- ✓ Improve environmental performance by:
 - Involvement and empowerment of staff on environmental protection issues
 - Involvement and strengthening of the environmental awareness of the interested parties
 - Give preference to suppliers who are able to ensure services that are as compliant as possible with the environmental management system adopted

- Rely for the waste transport services and their final destination on third parties who can ensure a reduction of the environmental impact through the adoption of an environmental management system compliant with the EN ISO 14001: 2015 standard
- Establish environmental targets taking into account the knowledge of the context and the environmental impacts of the activity carried out such as:
 - o Reduction of waste production on the local territory
 - o Promotion of the waste recovery rather than its disposal
- ✓ Guarantee the safety and health of human resources at the workplace by rigorously sanitizing the spaces, in compliance with the national and regional public health authorities hygiene management requirements
- ✓ Strengthen safety education, establishing guidelines for employee self-protection and increasing awareness on risk prevention

To keep these targets active and reachable, **IRIS Coatings** has implemented a Quality and Environmental management System, documented and certified according to the requirements of the EN ISO 9001 and EN ISO 14001 standards, maintaining constant continuous improvement.

To make the improvement of the processes within the company measurable versus set targets, the Management assigns annual objectives to the organization's staff

Verification of the actual achievement of the annual targets is conducted by the Management at special meetings to verify it and, if necessary, develop appropriate correction and prevention programs

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The general management*