



## COMPANY POLICY

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## COMPANY POLICY

Deko Srl is an Italian company that strongly believes in its “Made in Italy” identity and in the quality of its products, determined to bring its expertise in the production of non-stick systems to the global market.

Management is firmly convinced that, in order to successfully run the Organization, it is essential to:

- Offer the most efficient coatings for the cookware and industrial sectors, supported by expert chemical and technical consulting and after-sales service;
- Ensure compliance with applicable requirements (standards, laws, regulations, and customer specifications);
- Identify risks and opportunities that impact the Integrated Management System (IMS) to achieve the expected results;
- Create innovation in the non-stick coating sector, providing customized coatings to meet customer needs with fast production and delivery times;
- Establish, maintain, and use an Integrated Management System (IMS) designed to continuously improve all activities, taking into account the needs of stakeholders including customers, the Organization itself, competent authorities, suppliers, banks, and the community;
- Apply the seven quality management principles necessary to achieve the objectives.

### Our commitments for the ENVIRONMENT

- Respect the environment and minimize environmental impact. The company also produces water-based coatings, allowing its customers to use solvent-free non-stick systems;
- Increase the amount of self-generated energy;
- Contribute to mitigating climate change;
- Monitor impacts related to air pollution through prevention and control;
- Invest in research and development to ensure products compliance with current regulations and market demands;
- Manage waste responsibly;
- Improve continuously its environmental performance through the following actions:
  - Effectively implement management and operational procedures ensuring compliance with environmental regulations and pollution prevention;
  - Constantly monitor the production process through adequate methods to control environmental impacts;
  - Involve, train, and increase workers’ awareness regarding environmental issues and improvement objectives;
  - Raise awareness among stakeholders on the importance of environmental protection and engage them in adopting proper environmental management practices.

### Our commitments for the SOCIAL

- Respect human rights, including labor rights of its employees;
- Ensure high standards of health and safety at work;
- Support diversity and inclusion in general;
- Commit to collecting information on the workforce within the value chain;
- Guarantee the safety of products intended for food contact.



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### Our commitments for the GOVERNANCE

- Protect, safeguard, and preserve the company's know-how;
- Implement an organizational model pursuant to Legislative Decree 231;
- Comply with agreed payment practices;
- The Organization prohibits any form of corruption, whether active (offering, promising, or providing money or other undue advantages) or passive (requesting, accepting, or receiving undue benefits), in dealings with public and private entities, both in Italy and abroad;
- All employees, collaborators, and business partners are required to act with the utmost transparency, integrity, and fairness, refusing any undue advantage and reporting any behavior that is contrary to this principle.

The Organization's IMS is the essential tool to ensure the achievement of its quality and environmental objectives. It defines the Organization, resources, responsibilities, procedures, standards, laws, regulations, and applicable technical rules.

Management promotes the implementation, improvement, and development of the IMS and ensures that the principles of total quality management are communicated, understood, and shared by all employees and collaborators.

All personnel are required to comply, within their area of responsibility, with the provisions of the Integrated Manual (IM) and related documentation.

The Company Policy commitments are translated into an OBJECTIVES PLAN, which contains measurable goals that Management is committed to achieving by providing all involved managers with the necessary resources and support.

Management periodically reviews the adequacy of the IMS, the quality policy, objectives, and indicators, and takes action where improvement opportunities exist.

Sole Director

*Chiara Brunelli*

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