



CORPORATE POLICY

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Summary

- 1. INTRODUCTION..... 3
- 2. VISION – GUIDING PRINCIPLES – CORPORATE VALUES 3
- 3. INTEGRATED MANAGEMENT SYSTEM..... 3



1. INTRODUCTION

The primary objective of METLAC Group, in the development and production of its products, is to fully achieve the satisfaction of customers and all stakeholders.

2. VISION – GUIDING PRINCIPLES – CORPORATE VALUES

METLAC Group aims to be recognized as a leading supplier of coatings and inks for the metal packaging market intended for direct and indirect food contact.

Key elements of excellence include:

- Product formulation and innovation
- Product development based on the “free by design” concept, i.e. eliminating or reducing hazardous substances for humans and the environment at the design stage
- Responsiveness and flexibility towards customers
- High-level investments in production and control systems
- Environmental protection and employee safety
- Technical support services provided at customers’ sites
- Strong supplier relationships and security of supply
- Compliance with applicable regulations
- Active participation in recognized national and international associations for the development of industry regulations

Performance is measured through customer satisfaction and internal and external audits. To support this Vision, METLAC Group promotes employee competence and awareness, fostering a rewarding work environment that respects both environmental protection and health and safety.

METLAC Group builds its business on recognized service quality, encourages proactivity among its employees, pays close attention to customer needs and expectations, and is committed to health and safety at work as well as environmental protection. The Group considers the following as its core values:

- Honesty and integrity
- Customer service
- Loyalty towards stakeholders
- Innovation
- Openness to new ideas

3. INTEGRATED MANAGEMENT SYSTEM

The integration of all Management Systems is an integral part of the Governance operating model through which our organization aims to create value by managing technological risks, regulatory requirements, and the transparency expectations of all stakeholders.

METLAC Group recognizes the central role of companies in promoting sustainable development. For this reason, our strategy is inspired by the United Nations 2030 Agenda and the objectives of

the European Green Deal, which guide us in a transition towards a competitive, responsible, and environmentally respectful economy for future generations.

We are committed to integrating sustainability principles into every aspect of our operations, through a robust Integrated Management System (IMS) based on ESG+C thematic areas:

- Ethical commitment and responsible governance (G+C)
 - ✓ Organizational, Management and Control Model: implemented in accordance with Italian Legislative Decree 231/01
 - ✓ Corporate governance: We adopt a transparent and accountable governance model, supported by ISO 9001 (Quality) and ISO 37001 (Anti-bribery) standards, to ensure economic sustainability and integrity
 - ✓ Business continuity: We ensure organizational resilience and business continuity based on the ISO 22301 standard
 - ✓ Regulatory compliance (Compliance): We ensure that our processes and products comply with applicable industry regulations, including data security (ISO 27001) and food safety (ISO 22000).

- Responsible Environmental Management (E)
 - ✓ Environmental management: We operate with a proactive approach to environmental sustainability, optimizing resource use and reducing impacts, in line with the ISO 14001 standard
 - ✓ Major accident risk management (SGS-PIR): System for the management of major accident hazards in compliance with Italian Legislative Decree 105/2015 and based on UNI 10617:2019
 - ✓ Sustainable innovation: We orient our processes and products towards innovative and sustainable solutions, contributing to the transition to a circular economy

- Social Responsibility (S)
 - ✓ Health and safety: Protecting the health and safety of workers is our top priority, ensured through a safe and healthy working environment in compliance with ISO 45001
 - ✓ Social ethics: We promote human rights and equal opportunities, in line with UNI PdR 125 and ISO 26000 (Social Responsibility) standards
 - ✓ Transparency and reporting: To ensure transparency and measurability, METLAC Group uses non-financial performance indicators in compliance with European CSRD and ESRS standards, as well as participation in the EcoVadis scheme for third-party assessment of our sustainability performance
 - ✓ Resources and continuous improvement: We are committed to allocating the necessary resources to support and continuously improve our Integrated Management System. Through ongoing monitoring, employee training, and committed leadership, we ensure that our policy remains relevant and effective over time

METLAC Group is therefore committed to providing the necessary resources for the implementation of the Integrated Management System (IMS), which, in compliance with applicable laws, regulations and recognized best practices, includes:

- Quality Management System in accordance with ISO 9001
- Environmental Management System in accordance with ISO 14001
- Occupational Health and Safety Management System in accordance with ISO 45001
- Information Security and Privacy Management System in accordance with ISO 27001
- Food Safety Management System in accordance with ISO 22000
- Social Responsibility / Gender Equality Management System in accordance with ISO 26000 / UNI PdR 125
- Anti-bribery Management System for administrative liability in accordance with ISO 37001
- Business Continuity Management System in accordance with ISO 22301

To ensure the implementation and awareness of the Corporate Policy at all organizational levels and among all employees, Top Management has put in place the following initiatives:

- Define clear responsibilities and assign specific roles at each organizational level
- Ensure comprehensive and effective training for personnel, promoting a corporate culture based on ethics, integrity, and mutual respect
- Foster a corporate culture focused on risk awareness and employee engagement
- Ensure effective operational management of improvement plans
- Establish a system for monitoring and periodic performance review across all areas
- Maintain communication channels with stakeholders to share objectives and achieved results
- Make the Corporate Policy transparently available within the organization and on the company website to employees and all stakeholders

The (qualitative and quantitative) objectives and the annual planning of the Management Systems are defined and periodically updated during the Management Review (SGI-03-001), KPI Register (SGI-03-001-02 and SGI-03-001-03), and Improvement Plan (SGI-10-001).

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