

# QUALITY, ENVIRONMENT, SAFETY, AND FOOD SAFETY POLICY

The Management of **KLK Temix S.p.A.**, in order to demonstrate its leadership and commitment regarding the Integrated Management System for Quality, Environment, and Health and Safety (QHSEMS) and Food/Feed Safety, pledges to:

1. Define objectives for quality, the environment, occupational health and safety, and food safety that are consistent with this Policy and compatible with the Organization's context and strategic direction;
2. Promote continuous improvement, the achievement of established targets, and the understanding of the needs of interested parties and the context in which the organization operates;
3. Determine and address risks and opportunities that may affect product/service conformity and the ability to enhance customer satisfaction;
4. Assume full responsibility and accountability for the prevention of work-related injuries and illnesses, as well as for providing safe and healthy workplaces and activities;
5. Understand the commitment to providing safe and healthy working conditions for the prevention of work-related injuries and illnesses, ensuring that such conditions are appropriate to the purpose, size, and context of the Organization and to the specific nature of its OH&S risks and opportunities;
6. Promote the use of the process approach and risk-based thinking;
7. Ensure the integration of the company QEHMS requirements into the organization's business processes;
8. Determine, understand, and consistently meet customer requirements and applicable mandatory requirements, in order to always provide products and services that meet expectations at competitive costs and are always compliant with applicable laws and regulations;
9. Maintain focus on increasing customer satisfaction by guaranteeing product quality, on-time delivery, and rapid response to customer needs;
10. Monitor the performance of processes and the QEHMS in terms of effectiveness and efficiency;
11. Invest in technological innovation and research and development (R&D);
12. Promote production diversification and the development of customized products to meet customer needs across various industrial sectors;
13. Involve, raise awareness, educate, and train all personnel operating on behalf of **KLK Temix S.p.A.**, including on environmental and safety matters, so that everyone can perform at their best, with the highest level of professionalism, and understand and implement this Policy;
14. Provide support to other relevant management roles in demonstrating their leadership and how it applies within their respective areas of responsibility;
15. Develop, lead, and promote a culture within the organization that supports the expected outcomes of the OH&S management system;
16. Protect workers from retaliation following the reporting of incidents, hazards, risks, and opportunities;
17. Ensure that the organization establishes and implements one or more processes for worker consultation and participation;
18. Support the establishment and operation of health and safety committees;
19. Share and support a common vision of company objectives to facilitate cross-functional and interpersonal relationships and to ensure that everyone is aware that each individual's contribution supports company growth;
20. Hold suppliers accountable for ensuring the quality of products and services and compliance with delivery times;
21. Implement and maintain a QEHMS compliant with UNI EN ISO 9001, UNI EN ISO 14001, and UNI EN ISO 45001 standards, providing the necessary resources and pursuing the objective of making it increasingly effective;
22. Determine whether climate change is a relevant issue in company management;
23. Assess whether interested parties may have (implicit or explicit) requirements related to climate change.

Furthermore, with regard to environmental, safety, and feed safety aspects, the Management of **KLK Temix S.p.A.**, with a view to the continuous improvement of environmental and safety performance in carrying out its activities, undertakes to:

Comply with current legislation and voluntarily subscribed regulations concerning its environmental, safety, and feed safety aspects;

24. Meet legal and other applicable requirements;
25. Operate with respect for the environment by producing and marketing sustainable oleochemical products derived from renewable vegetable and animal sources;
26. Maintain high standards for safety, environmental protection, and workers' health by pursuing formalized objectives aimed at:
  - Preventing pollution,
  - Preventing incidents, injuries, and illnesses;
27. Define improvement objectives with related environmental and safety targets for prevention of environmental impacts and the elimination of hazards or reduction of OH&S risks;
28. Provide a framework for establishing and reviewing feed safety;
29. Ensure continuous improvement aimed at reducing environmental impacts to a level corresponding to the economically feasible application of the best available technology;
30. Operate at both plant and management levels with the objective of improving performance related to safety, health, and environmental protection, in particular by:
  - Reducing waste disposal through reuse, recycling, and recovery of raw materials,
  - Recovering, where possible, the largest quantity of waste produced,
  - Progressively reducing atmospheric emissions,
  - Reducing resource consumption through optimization of production cycles and technological innovation, e.g., reducing energy consumption through the installation of inverter pumps and LED lighting systems,
  - Maintaining constant monitoring of resources (water, electricity, methane),
  - Reducing the number of workplace accidents through measures aimed at improving the safety of existing plants and equipment, appropriate design of new plants, and the selection of work equipment that minimizes risks to workers' health and safety,
  - Favoring the selection of suitable work equipment designed in accordance with ergonomic principles and producing the lowest possible risks to health;
31. Protect the environment and the safety of nearby residential areas and personnel operating on site through continuous monitoring of activities;
32. Cooperate with Public Authorities and communicate with the population by pursuing an open dialogue;
33. Provide safe feed ingredients;
34. Undertake the necessary actions to prevent fraud/adulteration in the livestock sector.

To better assess internal improvement and the satisfaction of interested parties, indicators have been introduced and are periodically reviewed by Management; these indicators form the basis for setting measurable objectives.

The adequacy of this document is evaluated during the periodic Management Review.

Management also undertakes to communicate this Policy to all interested parties and to keep it updated through periodic revisions.

**Calderara di Reno, 01/10/2025**

**KLK Temix S.p.A.**  
*L'Amministratore Delegato*  
**Bors Cajus Abele**