



INTEGRATED MANAGEMENT SYSTEM CORPORATE POLICY

CERTIFIED QUALITY
MANAGEMENT SYSTEM



UNI EN ISO 9001:2015
UNI EN ISO 14001:2015



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1. INTRODUCTION

This Integrated Corporate Policy is redacted following the provisions of the Code of Ethics and establishes the principles that EPO dutifully respects and promotes to improve its environmental, social, and economic performance; the policy is also inspired by the Sustainable Development Goals of the United Nations 2030 Agenda.

Innovation, Quality, Transparency, Reliability, and Sustainability of products and services are the cornerstones of EPO's strategy.

This document describes the method adopted by EPO in the management of its business in compliance with the applicable legal and regulatory provisions.





2. PURPOSE OF THE DOCUMENT

The main purpose of this Integrated Corporate Policy is to raise awareness and apply the fundamental principles of the Integrated Management System, spreading a culture of continuous improvement to all stakeholders.

3. SCOPE OF APPLICATION

The Integrated Corporate Policy applies to all staff; everyone is required to comply with it by accepting its contents, which are disseminated through awareness campaigns and specific training sessions. The application of the Integrated Corporate Policy is also extended to all external personnel who work for EPO, as a commitment to comply with the values contained therein and that EPO's Management regards as identitarian. EPO intends to commit itself to spreading its application also among its Suppliers, through specific improvement projects.





4. INTEGRATED CORPORATE POLICY

EPO's strategy consists of a sustainable business model, aimed at creating value over time, also considering the environmental and social impacts of its activities, assessing the possible risks associated with it, and identifying appropriate mitigation measures.

In doing its business, EPO is committed to complying with the applicable laws and regulations, with particular regard to UNI EN ISO 9001:2015 and UNI EN ISO14001:2015.

In order to ensure compliance with these commitments, EPO has adopted an Integrated Management System that identifies and synergistically integrates the significant aspects of all systems to ensure maximum effectiveness and efficiency of processes, activities, and resources. In this integrated perspective, EPO promotes and enhances the most suitable sustainability paths to concretely achieve some of the objectives of the UN 2030 agenda (Sustainable, Development Goals or SDGs) in line with its goals.





Specifically, EPO is committed to:

- use suitable tools for planning and monitoring its performance;
- enhance and increase the knowledge and experience of all staff, through continuous training, to achieve its goals;
- evaluate investments in new plants, as well as the adaptations of existing machinery and equipment, considering, in addition to the economic and financial aspects, also the quality of the final product, the safety and protection of workers' health, the impact on the environment and energy saving, and its compliance;
- adopt procedures in line with legal provisions and, where possible, establish objectives and improvement programs;
- request the reporting of any critical issues eventually arising in the application of the Integrated Management System and of the activities promoted to comply with the guidelines defined in this Policy;





- monitor and review the Integrated Management System, through the collection and final assessment of the related KPIs.

The commitments contained in the Integrated Corporate Integrated Policy are commensurate with the human and financial resources available and are the reference for defining the objectives for improving the company's performance.

EPO contributes, together with its workers and suppliers, to the definition of a strategy aimed at spreading a culture of risk prevention in the workplace and promoting environmental sustainability and energy efficiency paths, concerning its production and the quality of its products.





5. QUALITY MANAGEMENT SYSTEM

Regarding Quality issues, in compliance with the UNI EN ISO 9001:2015 standard, EPO is committed to:

- seek the optimization of business processes to achieve, through continuous improvement, the highest level of efficiency and effectiveness, to provide the customer with a top-quality, reliable, safe, timely, punctual, and flexible service;
- improve its ability to respond to and anticipate the needs and expectations of customers and all stakeholders, through the monitoring of their degree of satisfaction, the timely management of complaints, and proposing training and involvement campaigns;
- ensure that everyone working within the organization feels, in the framework of his duties, personally involved in the implementation of the Policy;
- maintain compliance with all provisions, international, European, national and local standards, regarding the quality of the product supplied.





6. ENVIRONMENTAL MANAGEMENT SYSTEM

Regarding Environmental issues, in compliance with the UNI EN ISO14001:2015 standard, EPO is committed to operating in the logic and perspective of environmental protection, also through the prevention of pollution and the reduction of possible environmental impacts related to its activities and provided services, using a sustainable approach that considers the entire life span of the product. The implementation of this commitment is based on:

- a periodic verification of the context in which it operates and of all relevant legal provisions;
- a periodic assessment of the risks/opportunities, with special regard to the environmental impacts of its activities and the risks associated with them, always seeking solutions to minimize any negative effects of its business on the environment;
- the monitoring of environmental incidents to ensure that appropriate measures can be taken to control them, and to identify critical issues and the related corrective/training actions to minimize their impact on the environment;
- collaboration with the Competent Authorities;





- eco-sustainable waste management, aimed at reducing and recycling waste, so improving the separate collection of different kinds of waste;
- the choice of materials, equipment, plants, and processes with low environmental impact;
- the constant reduction of the quantities of non-recyclable vegetable waste and by-products, studying the possible use of by-products also for health purposes, to give a "second life" to everything that can be reused;
- the rational and optimized use of natural resources (with particular regard to the consumption of electricity, methane gas, and water) to protect and safeguard the environment;
- the management of wastewater produced during processing and the reduction of overall emissions;
- support for local players in the supply chain of medicinal plants;
- promotion of courses, workshops, and seminars on medicinal plants, their use, protection and improvement.





7. OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Concerning health and safety issues, EPO is committed to ensuring a safe and healthy working environment that indiscriminately protects its workers and external personnel, mitigating any possible critical consequences on any stakeholder both in the workplace and in surrounding areas. EPO is therefore committed to:

- scrupulously comply with occupational safety and health regulations to prevent potential incidents, injuries, and occupational diseases in the workplace, according to an approach based on the elimination of hazards and reduction of risks;
- promote all activities that can contribute to the well-being of employees and collaborators;
- promote collaboration with competent Authorities (INAIL, ASL, Labour Inspectorate, etc.) and with trade associations to establish effective communication (input/output), aimed at the continuous improvement of health and safety performance at work, for all stakeholders;





- verify, through inspections held by officers in charge of them, the implementation of the legal provisions on safety in the workplace;
- monitor company incidents (with and without injuries) to ensure control, identify critical issues and the related corrective/training actions;
- enhance and enrich the knowledge and experience of all staff through continuous training of personnel, ensuring, at the very least, the training required by the mandatory legislation;
- promote corporate best practices to emphasize the culture of health and well-being in the workplace.

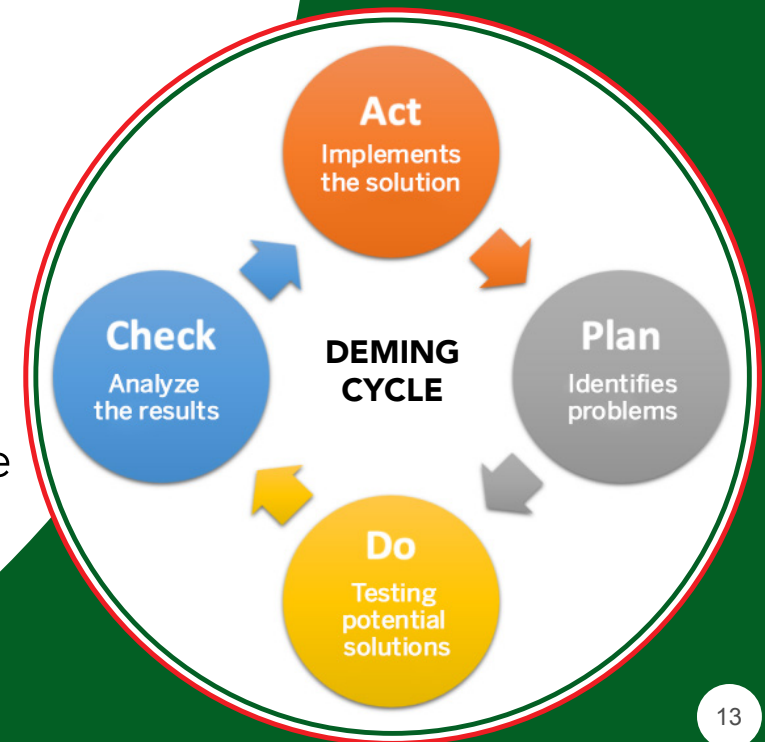




8. CONTINUOUS IMPROVEMENT

EPO is committed to pursuing the continuous improvement of its Integrated Management System, through a continuous analysis and assessment of the associated risks and opportunities, to improve its performance, enhancing effectiveness and efficiency in various areas, such as:

- identifying the explicit and implicit needs of Customers and all stakeholders;
- ensuring compliance with mandatory laws and applicable regulations;
- foreseeing and be prepared for market changes/novelties;
- listening to the issues of other companies of the same business sector;
- improving process performance by applying the Plan-Do-Check-Act (PDCA) model;
- adopting actions that, based on the data deriving from the control and measurement activities referred to above, are deemed necessary for the improvement of performance.





In addition, EPO aims to ensure the adoption of measurable objectives and targets through the use of indicators that allow constant monitoring of the performance and relationships of its activities with the surrounding context.

The Management Board is also committed to ensuring that all job functions are involved, according to their responsibilities and competencies, in the implementation of the Integrated Corporate System and the achievement of the fixed goals.

EPO Management Board

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