



COMPANY POLICY

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Foreword

The Company Policy of Pettenon Cosmetics S.p.A. SB defines the strategic framework of the company for the integrated management of quality, the environment and safety, with the aim of consolidating into a single declaration the many commitments that characterise the philosophy and operations of the Organisation. This policy is configured as a tool of guidance and coordination that drives every decision and every activity, steering the company towards sustainable, ethical and responsible growth.

This policy is addressed to all Employees, Collaborators, Suppliers and Partners of Pettenon Cosmetics S.p.A. SB, with the aim of providing a clear, direct and pragmatic overview of the founding principles and operational commitments of the organisation regarding quality, the environment, health and safety, diversity and social responsibility.

Since 1946 Pettenon Cosmetics has built a distinctive path as a company dedicated to the creation of Made in Italy beauty, based on innovation, quality and respect for people and the environment. In 2021, with the transformation into a Benefit Corporation, the Company formalised a commitment that had long permeated its organisational culture: to operate in pursuit of profit in balance with the generation of Social and Environmental value, in a perspective of continuous improvement. This transformation does not represent a mere legal adjustment, but the concrete affirmation of a long-term vision that integrates economic, social and environmental responsibility within the business model.

A cornerstone of this strategy is the Integrated Management System, which encompasses the standards of Quality, Environment and Safety. Its adoption is not limited to mere regulatory compliance, but represents a distinctive factor of company management that strengthens the credibility and competitiveness of the Company in national and international markets. In coherence with the principles of sustainability, continuous improvement is understood not exclusively as a final objective, but as a working method and an essential tool for generating value.





Integrity and responsibility: the internal control and compliance system

Pettenon Cosmetics considers risk prevention, transparency in processes and compliance with current regulations a constant commitment in the conduct of its business, supported by structured tools and careful governance.

A key element of the internal control system is the Model of Organisation, Management and Control pursuant to Legislative Decree 231/2001 (MOG231). This model defines principles, procedures and responsibilities aimed at preventing the commission of criminal offences, strengthening the integrity of the Company and ensuring that activities are carried out in compliance with the rules and ethical values.

In support of the MOG231, Pettenon Cosmetics has adopted a Code of Ethics, which acts as a genuine “constitutional charter” of the organisation. This document establishes the fundamental principles, expected behaviours and the ethical and social responsibilities of all stakeholders, both internal

and external.

Adherence to the principles of the Code constitutes an element in the evaluation of individual and organisational performance, contributing to the construction of a widespread, ethical and responsible leadership.

The MOG231 is supported by an internal reporting system, the so-called whistleblowing channel, which allows the confidential and protected reporting of any violations or behaviours not compliant with company principles.

Through this governance structure, Pettenon Cosmetics demonstrates that sustainability and compliance are not merely a formal obligation, but a substantial commitment that permeates the entire organisation. The ability to combine ethics, transparency and responsibility with management effectiveness represents a distinctive factor and a pillar of the path of sustainable growth pursued by the Company.

The pillars of our integrated policy

1

Quality, Research and Conscious Innovation

The ultimate objective of our business activity is always to protect the health and safety of the consumer, offering products that can be used with confidence. In this sense, quality is conceived as an ethical responsibility as well as a competitive advantage.

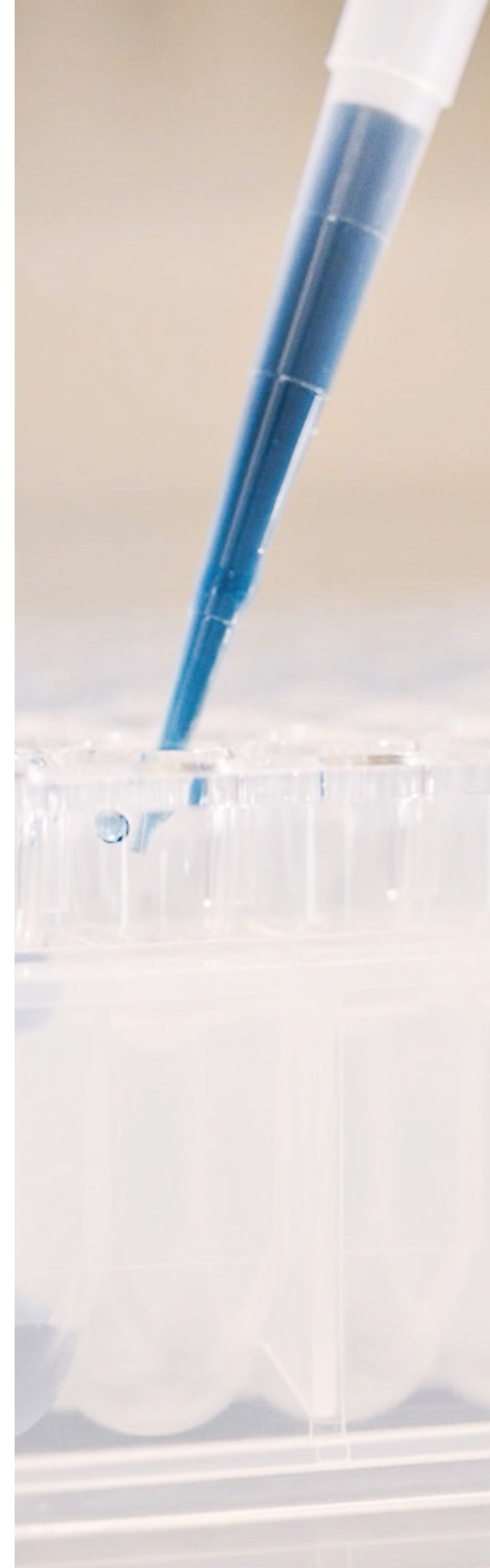
For Pettenon Cosmetics S.p.A. SB, the quality of products and services represents a founding principle and a constant commitment, which translates into rigorous standards adopted throughout the entire production chain. Every phase, from the selection of raw materials to the distribution of the finished product, is managed with a systematic and controlled approach, aimed at guaranteeing maximum safety, reliability and excellence. The Company has adopted as its operational and regulatory reference the Good Manufacturing Practices (GMP), in compliance with the UNI EN ISO 22716:2007 standard, internationally recognised as the standard for cosmetic production.

This policy is connected to the company Quality Policy (Quality Overview) intended for suppliers, of which

it constitutes an integration and strategic reference. In case of overlaps, the Quality Policy prevails on the technical details, while this integrated policy establishes the common guiding principles.

The Company is committed to maintaining a dynamic quality system, which is not limited to compliance with standards, but which constantly evolves thanks to investments in training, advanced technologies and process innovation. The culture of quality is widespread at all levels of the organisation, involving every collaborator in a shared path of responsibility and attention to detail.

Innovation is interpreted as a conscious and multidimensional process, in which technological progress is always accompanied by ethical, environmental and social evaluations. This perspective ensures that scientific and digital development is fully consistent with the company values, preserving the central role of the person and the quality of the Made in Italy that has always distinguished Pettenon Cosmetics.



The pillars of our integrated policy

2

Environmental protection and circular approach

Pettenon's commitment to environmental protection is founded on the promotion of a continuous improvement of environmental performance in full compliance with regulatory obligations. The Company is committed to operating responsibly, to monitoring and reducing the impact of its activities and to preventing pollution through the rational use of resources.

Also with regard to waste management, the Company has adopted an approach oriented towards the circular economy. The promotion of separate waste collection and the valorisation of waste materials find a concrete example in the internal blow-moulding department, which allows the recovery and recycling of obsolete bottles, allocating them to the production of new plastic elements and thus contributing to the reduction of waste.

In coherence with the ISO standards, the Integrated Management System includes the assessment of environmental risks and opportunities, considering the potential effects of the climate on production activities, operational continuity and the supply chain. This approach makes it possible to anticipate critical issues and to identify innovative solutions oriented towards the adaptation to and mitigation of impacts.



The pillars of our integrated policy

3

Health, safety and well-being of workers

Pettenon Cosmetics considers the health, safety and well-being of its people as fundamental and non-negotiable values. The protection of workers, together with the promotion of a safe and inclusive environment, represents a priority commitment and an integral part of the company strategy, with a constant orientation towards continuous improvement.

In addition to the protection of physical health, Pettenon Cosmetics promotes a concept of holistic well-being that also includes the psychological and emotional dimension. The attention to psychological well-being is reflected in concrete actions that recognise the value of mental health as an essential factor for personal and professional balance.

The Company reaffirms its commitment to the continuous pursuit of balance between private life and working life, considered an indispensable element to guarantee motivation, productivity and well-being in the long term. To this end, structural measures have been introduced, such as the short working week for non-shift employees and the possibility of using smart working up to 50% of working days for compatible roles.

Pettenon Cosmetics reaffirms its commitment to guaranteeing safe, inclusive and respectful working conditions, in the awareness that economic and industrial growth can only be achieved in balance with the valorisation of people and the protection of their dignity.





Responsible management of the value chain

Pettenon Cosmetics considers social responsibility as an integral part of its identity and of its sustainable development strategy. The Company's commitment is not exhausted within the organisational boundaries, but extends to the territories and communities in which it operates, with the awareness that economic and industrial success must proceed hand in hand with social, cultural and environmental progress.

Social responsibility activities translate into concrete support for projects, bodies and associations operating in various areas of collective interest. Pettenon Cosmetics promotes forms of active participation that allow its people to contribute personally to the support of communities, fostering volunteering initiatives and encouraging civic engagement.

The initiatives undertaken bear witness to a systemic approach to social responsibility: not simple occasional interventions, but a structured and coherent set of actions that aim to consolidate relationships of trust, to contribute to inclusive development and to foster a culture of solidarity.

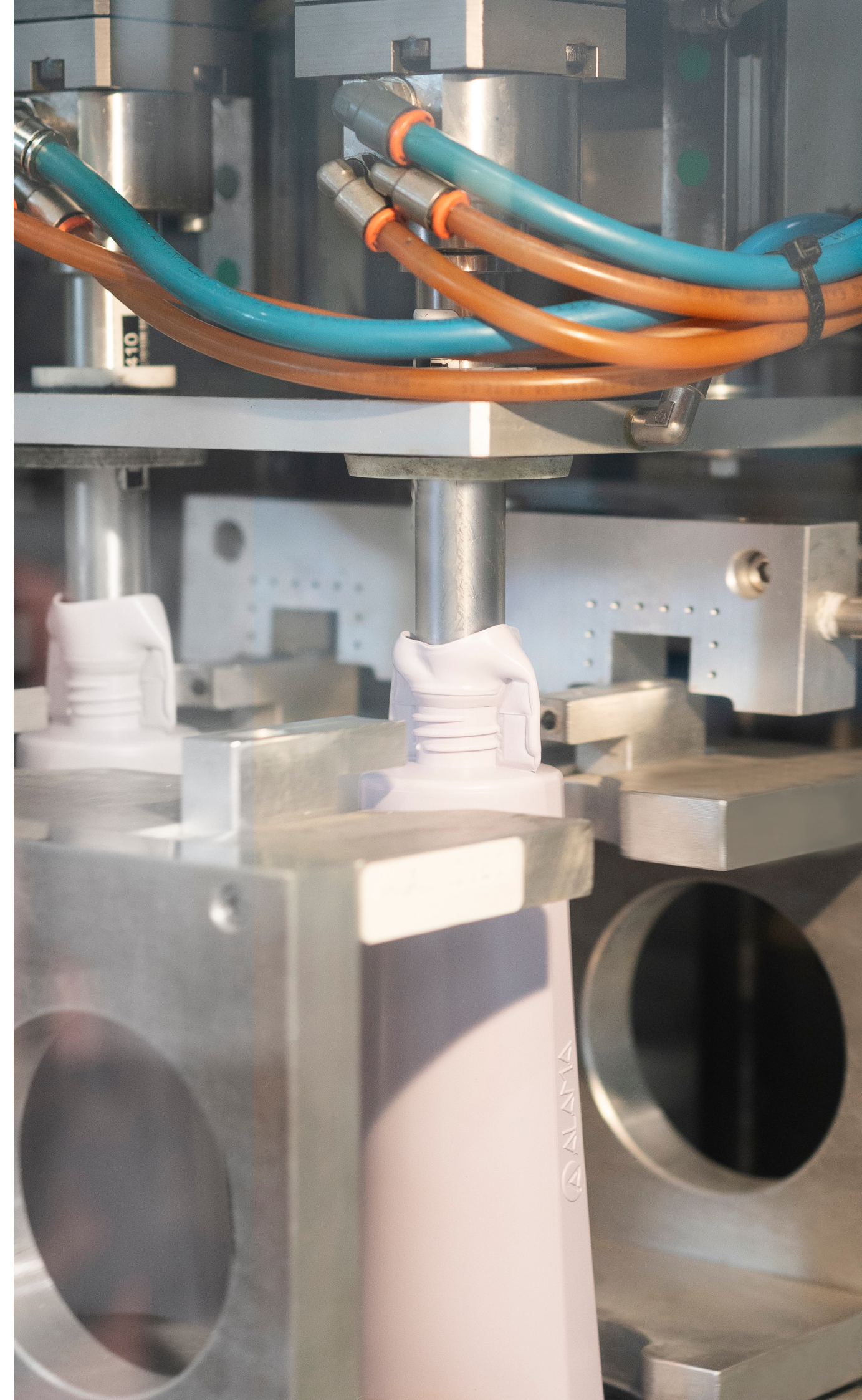
The strategic approach to sustainable procurement

Pettenon Cosmetics recognises that every purchasing decision represents not only an economic choice, but also an act of responsibility that contributes to defining an ethical, transparent and sustainable business model. The management of the supply chain assumes a central role in the company strategy, since relationships with suppliers directly affect the quality of products and the environmental and social impact of the activity.

The objective is to ensure that suppliers share and respect the company values, adopting behaviours consistent with the ESG criteria (Environmental, Social and Governance) and demonstrating a concrete commitment on issues such as environmental protection, respect for human rights and working conditions, fairness in commercial relations and transparency in management.

In line with the principles of extended risk management, the Company constantly monitors the performance of its partners and suppliers, adopting specific indicators for quality, ethics and sustainability. Periodic audits and ESG assessments represent concrete tools to ensure that the entire value chain operates in compliance with company principles and current regulations.

Pettenon Cosmetics' policy also favours support for the local economy. A significant share of the economic value generated by the Company is allocated to suppliers located on the national territory, with the aim of strengthening local production communities, supporting employment and contributing to the development of the Italian economic system.





Our commitment to the future

The guiding principle of Pettenon Cosmetics — “Beauty Beyond Beauty” — translates into a concrete and measurable commitment: to build a business model in which qualitative excellence, environmental and social responsibility, and the valorisation of people proceed hand in hand.

Quality, the environment, health, safety and people do not represent costs to be minimised, but strategic investments in the construction of a sustainable competitive advantage. Continuous improvement represents the operational methodology that guides the organisation on a daily basis: every process is constantly analysed, every critical issue becomes an opportunity for growth and innovation.

Looking to the future, Pettenon Cosmetics will promote the conscious adoption of digital technologies, understood as the use of digital tools in compliance with ethical principles, information security and privacy protection, ensuring that every technological choice is also evaluated for its environmental and social impact. It will also continue to develop tools for the integrated assessment of risks and opportunities, in support of strategic decisions and company resilience.

The combination of the excellence of Made in Italy and a profound responsibility towards all stakeholders demonstrates that it is possible to build a lasting entrepreneurial success that is at the same time economically solid, socially fair and environmentally sustainable. This is the vision that guides Pettenon Cosmetics: a future in which beauty, ethics and sustainability converge to generate a positive impact on people and the planet.

BEAUTY
beyond
BEAUTY



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Via del Palù 7/D, 35018, San Martino di Lupari, Padova (IT)
Padova Company Register Registration Number, Tax
Code and VAT Number: 04937500280
Share Capital of euro 7,500,000.00 fully paid-up