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**Zincol Ossidi SpA policy****ZINCOL OSSIDI SPA POLICY**

ZINCOL OSSIDI SpA - production of zinc oxide - is part of the COLOMBO GROUP, CO.GE.FIN. industrial group that has always operated with cutting-edge technologies in various product sectors.

Zincol Ossidi has implemented an Integrated Management System for quality, environment, safety, ethical and social responsibility, in order to identify and assess the risks associated with company activities with the aim of preventing and / or limiting any situations of risk or danger, meet the needs of its customers and all interested parties.

The principles to which Zincol Ossidi refers are in line with the Declaration of Human Rights, with the rights expressed by the International Labor Organization (ILO), by the Organization for Economic Cooperation and Development (OECD) and are inspired by the guiding principles in terms of sustainability enunciated by the IGA (International Zinc Association), of which Zincol Ossidi is an executive member.

In defining the objectives and commitments of the Company, customers, Public Authorities, the community, shareholders, employees, suppliers and the context in which the Company operates were taken into consideration, with a view to continuous improvement and "zero defects" goal.

Zincol Ossidi undertakes to ensure that this Policy is understood, shared, implemented and implemented by all its employees and collaborators and at the same time undertakes to share it with all stakeholders.

The basic objectives of the Integrated Management System are the following:

- compliance with current and voluntary regulatory provisions;
- improvement of the corporate image;
- fulfillment of contractual commitments and implicit expectations of customers;
- optimization of production processes and reduction of costs associated with quality shortages;
- continuous attention to the technological innovations of the reference markets;
- improve the skills and involvement of corporate Human Resources by encouraging the participation and sharing of the objectives of the Integrated system through training, training, supervision and effective communication;
- optimal use of equipment and systems, defining procedures and specific maintenance plans;
- set up an efficient information system that meets the needs of communication with interested parties;
- monitoring and decreasing the significance of its environmental aspects, through the reduction of energy consumption, emissions into the atmosphere and waste produced;
- safeguard the biodiversity of the external environment;

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- improvement of the conditions of the working environment, both for the health and safety aspects and for the well-being of the worker;
- adopt a system for monitoring and involving all suppliers, with regard to reducing environmental impacts, improving the health and safety conditions of workers and ensuring its commitment to ethical and social responsibility;
- combat all forms of discrimination and unequal treatment, in terms of recruitment, salaries, access to training and career promotions based on issues of race, nationality, religion, disability, gender, trade union membership or political affiliation;
- dissemination of the culture of prevention, also through communication, involvement, consultation and awareness of personnel in the activities of identifying hazards, preventing / controlling risks and environmental sustainability;
- prevention of any form of accident or occupational disease of its workers and of all subjects working on behalf of Zincol Ossidi;
- dissemination of the culture of prevention, also through communication, involvement, consultation and awareness of personnel in the activities of identifying dangers and preventing / controlling risks;
- keeping the performance indicators of the various company processes under control through the accountability of all levels of the organization and the search for objectives aimed at improvement;
- keeping under control all aspects of possible impact and interference with citizens and public bodies in relation to the context in which Zincol Ossidi operates;

The analysis and discussion of company objectives is reported in specific improvement plans in order to allow the organization to determine the factors and opportunities for continuous improvement.

This Policy is disseminated to all Interested Parties and periodically revised on the occasion of the Management Review or in the event of changes to corporate processes and strategies.

The Executive Committee