

INTEGRATED MANAGEMENT MANUAL

Euromakeup S.r.l.

Title: Company policy

Cod. Doc.: ALL_A_MGI

Rev. 1

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Date: 20/03/2025

EUROMAKEUP S.r.l., in carrying out its activities of "DESIGNING, MANAGING THE MANUFACTURING AND MARKETING OF PACKAGING PRODUCTS MADE OF OF GLASS, PLASTICS AND THEIR ACCESSORIES", identifies the following principle as the guideline underlying its Integrated Corporate Policy with reference to both the scope of quality, environmental protection and workers' health and safety:

- ✓ the general goals to be pursued and the commitments to achieve them must be inspired primarily by the satisfaction of the customer and all stakeholders (shareholders, employees, suppliers, etc...), in compliance with the requirements of economic viability and corporate sustainability, quality assurance, as well as with a view to environmental protection and safeguarding the health and safety of workers.

Everything in the company rests on the following milestones:

VISION	MISSION
Helping our clients imagine, create, and customize innovative and environmentally friendly packaging solutions for the cosmetics and make-up market.	Design, quality, attention to sustainability and innovation are the hallmarks of our packaging. From concept to launch, we guarantee our customers a high level of service in whatever geographical area they are located, whatever size they are.

VALUES	
Caring for our staff <i>Focus on the goal</i>	We work to our customers' satisfaction, to build up with them a lasting and trusting relationship. We support them at all stages of their life cycle, supporting their growth, thanks to our flexibility in supply quantities. We provide a product in line with market trends by offering our advice where required. We take their suggestions and collect their criticism in order to continuously improve.
Caring for our staff <i>We grow together</i>	We are the company. Our development and well-being determine the quality of the work we do on a daily basis. Communication is a value at all levels, it is participation in company life and sharing common goals.
Humility and humanity <i>Together is better than alone</i>	We are all links in the chain. We are all essential for it to be strong and resistant. Knowing, understanding and helping each other contributes to making us all stronger. A strong team is the heart of a resilient company.
Entrepreneurial spirit <i>The key is not about reaching the summit or not reaching it, but in how you tackle the climb</i>	Each of us feels the company as our own and is committed to pursuing its long-term asset. Here in EUROMAKEUP everyone can make a difference and every contribution is valuable for the continuity and sustainable development of OUR company. Every success is to be shared and every misstep the cue for improvement to be pursued together.
Innovation and sustainability <i>We always have to look at things from different perspectives. Dare to change, seek new paths</i>	The world changes, customers change, we change. Every day we are committed to making our products, our processes and our way of thinking and acting evolve, in order to anticipate the market needs and reduce our environmental impact.
Thinking big <i>Thinking small is a self-fulfilling prophecy</i>	Giving ourselves challenging goals is the incentive to continually challenge ourselves with bold and original solutions and always aim for the best for us and our clients.

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Ecosystem <i>"Coming together is a beginning, keeping together is progress, working together is success." - H. Ford</i>	Our growth and development is deeply linked to the relationship that we build and maintain with our suppliers. That is why we aim to build with them, more than a supply relationship, a business partnership based on sustainability values, which must be common, innovation and enhancement of the territory.
Continuous improvement <i>There are those who adapt and those who, like us, change and improve</i>	We work to improve ourselves, always. A problem is an opportunity for growth where we put in place all actions to prevent it from reoccurring.
Agility <i>We evolve day by day, staying true to ourselves</i>	We evolve day by day, staying true to our principles. We chart our future by maintaining a dynamic balance between market demands, caring for people and caring for the environment. We aim for sustainable development.

It is with this in mind that EUROMAKEUP S.r.l. is committed to providing the necessary resources for the implementation of the Integrated Management System (IMS) aligned with the requirements of UNI EN ISO 9001:2015, 14001:2015 and UNI ISO 45001:2023. So, the effort is focused on:

- ✓ Understand customer needs/expectations, define customer requirements, ensure fulfillment of applicable and voluntarily signed compliance obligations with the customer and other stakeholders, ensuring business sustainability.
- ✓ Define and adopt quality specifications that fit the majority of potential users (there is no point in selling absolute quality if our customers do not care). Once the defined quality has been achieved, strive to improve it, without cost aggravation, by periodically surveying customer satisfaction.
- ✓ Include in EUROMAKEUP product range items that can appeal to the largest number of potential users (do not make custom molds), so that sales can be concentrated on them as much as possible, thus achieving large volumes, economical investment on automation, better quality and competitive prices.
- ✓ Raise awareness of all internal functions, empowering and training them in order to make them participants in the implementation of the company's goals in terms of quality, environmental prevention and personnel safety.
- ✓ To sensitize our suppliers to the centrality of the customer in the company's policy, without neglecting attention to the conditions of the working environments from a preventive perspective and directing them to a preventive approach to risk.
- ✓ Keeping the stages of design, production, storage and handling and trading under control with a view to continuous improvement, directing efforts on pollution prevention.
- ✓ Always apply what the procedures state.
- ✓ Provide, through the involvement of relevant functions and suppliers, for proposals for product and service improvement.

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We also believe that it is essential to:

- ✓ Strictly comply with legal obligations regarding occupational health and safety and environmental protection.
- ✓ Minimize potential accident and injury situations as well as particularly emergency situations (e.g., fire), of the most significant environmental impacts including through active involvement of staff in the analysis of their causes.
- ✓ Continue to pay special attention to waste management according to a sequence of priorities that privileges separate collection and controlled delivery to authorized personnel, where possible by increasing the percentage going to recovery and reuse, *as well as business choices aimed at actualizing circular economy concepts.*
- ✓ Carefully choose the substances used with particular attention to their environmental impact.
- ✓ Prefer choices of materials that are as environmentally sustainable as possible.
- ✓ Contain energy and natural resource consumption by intervening where possible on existing facilities, structures or behaviors, critically analyzing recorded trends, and evaluating inputs from the market regarding technological innovations or sustainable investments.
- ✓ Carry out careful monitoring activities on the facilities under management in order to reduce the environmental impacts potentially related to them and, where appropriate, raise awareness of their rights-compliant uses for the protection of personnel and the environment, *also with a view to providing sustainability solutions for fully traceable and deforestation-free supply chains.*
- ✓ Increase internal corporate awareness of the environmental impact of individual products through the development of Life Cycle Analysis (LCA) studies from particular categories.

CEO Signature: Giampaolo Herrmann

Date: 02/04/2025