

INTEGRATED COMPANY POLICY

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The Mission of the Mérieux NutriSciences Laboratories in Italy (Chelab S.r.l.) is to increase, through their services and through the skills, technology and resources of the entire Mérieux NutriSciences Corporation Group, the competitive capacity of customers, offering high value added services, technologically advanced, qualitatively flawless and as much as possible globally standardize, ensuring reliability, transparency, impartiality and compliance with applicable mandatory and voluntary constraints, operating in respect of the environment and the health and safety of workers.

The implementation of the Corporate mission generates direct and indirect benefit to the property, to the staff employed and to the community, ensuring the necessary conditions for the organization to thrive over time.

The Management assumes responsibility for the effectiveness of its management system by putting in place the economic, structural, human, instrumental and logistical resources that are necessary to implement and continuously improve the management system, complying with all applicable requirements and ensuring that the planned objectives are compatible with the context and strategic guidelines.

Chelab srl believes that the development of a cultural model that promotes gender equality, in addition to generating "social value", constitutes a development model for business aligned with the policies that the organization conducts at a national, European and global level.

Chelab srl is committed to ensuring that each resource is satisfied with the working context in which they are inserted and perceives the work place as inclusive and free of discrimination of any kind.

To fulfill its mission, the General Management:

- implements and is committed to the continuous improvement of management systems in accordance with:
 - UNI EN ISO 9001: 2015, ISO / IEC 17025: 2017, UNI EN ISO 14001: 2015, UNI ISO 45001: 2018, ACCREDIA prescriptive documents, Mérieux NutriSciences global procedures, internal procedures and instructions for the purpose defined, documented and delivered to the internal organization about the provision of environmental, chemical, chemical-physical and microbiological analysis services in the environmental, industrial, chemical, occupational hygiene, food and agricultural sectors, with the proper technical support, development of methods and sampling management, as well as studies in the chemical and environmental fields
 - national and European legislation on GLP (*Good Laboratory Practice*), internal procedures and instructions for the purpose defined, documented and delivered within the organization;
 - national, European (EU) and US (USA) legislation on pharmaceutical GMPs (*Good Manufacturing Practice*), internal procedures and instructions for the purpose defined, documented and delivered within the organization;
 - to UNI/PdR125:2022, as a valid tool to ensure gender equality relating to the presence and professional growth of women, enhancing inclusive culture and the activation of processes capable of developing female empowerment
- implements and constantly monitors quality, environmental and safety and process performance indicators;
- defines measurable goals;
- promotes a general approach, at all company levels, of:
 - diffusion of the culture of gender equality through information and training;
 - definition and compliance with non-discriminatory selection, job placement, skills development and career paths procedures;
 - activities and incentives aimed at promoting work-life balance;
 - orientation to customer needs and the expectations of the reference market;
 - respect for impartiality, further ethical principles and the founding code of conduct of the Mérieux NutriSciences group;
 - respect for the confidentiality of data;

- compliance with the requirements relating to health and safety in the workplace and environmental protection;
- compliance with the requirements on safety and environmental protection;
- decisions, assessment and management of risks and opportunities, based on the needs and expectations of the stakeholders and the analysis of the context in which the company operates, based on objective data;
- active participation of all workers in the proposal of improvement actions and in the minimization of waste.
- adopts communication and sharing systems, at all company levels, as far as they are concerned, of information, data, know-how, experience, goals and level of achievement of the same in the period
- carefully assesses the risks and opportunities of its processes
- guarantees safe and healthy working conditions as well as safe and correct behavior in the performance of work, creating the conditions for this to happen, pursuing the continuous improvement of safety performance, also through:
 - continuous monitoring of air quality in the workplace;
 - the widespread presence of personnel dedicated to health and safety and the ability to monitor any critical issues in real time both inside and at the external sites where sampling activities are carried out;
 - research and making available the best equipment and technologies available in terms of safeguards to protect the health and safety of workers;
 - recognition of the key role that each worker plays, through active participation and promotion of improvement initiatives;
 - the constant supervision of the staff of suppliers and contractors who access the organisation's sites;
 - the commitment to promote constant attention to health and safety among contractors/suppliers and to ensure levels of safety equivalent to its staff
- assumes an active role in protecting the environment in carrying out its activities, using all measures aimed at preventing pollution and promoting environmental improvement goals with a view to sustainable development, through the rational and responsible use of resources, optimizing and enhancing the differentiated management of waste, minimizing the emission and production of pollutants
- ensures compliance with its compliance obligations, while at the same time ensuring that all control measures are applied to its environmental impacts
- raises suppliers and contractors' awareness of environmental, health and safety, inclusiveness and gender equality issues and requires them to comply with the policies adopted by the Company;
- uses the best technology available in achieving its business objectives
- develops and implements training and awareness programs for its staff on the Integrated Management System, in order to make each employee aware of the effects and consequences of their activities;
- communicates to customers and suppliers its commitment to safeguarding the environment, health and safety, inclusiveness and gender equality while also maintaining an active collaboration relationship with the supervisory authorities;
- disseminates this document to all staff and makes it available to all Interested Parties;
- consult and involve all workers and their representatives on the issues of environment, health, safety, gender equality, inclusion, prevention of abuse and harassment;
- raises awareness of all staff working for the organisation, both employees and suppliers or contractors, to carry out their activities responsibly in compliance with the protection of the environment and health and safety, cases of abuse and harassment by promoting the reporting of incidents , dangerous behaviors and situations and near misses;
- identifies the dangers of the activities and evaluates in advance the risks for personnel for what is in place and for each new activity and/or process, to allow the adoption of solutions capable of preventing accidents and professional illnesses;
- prevents and mitigates the negative environmental impacts associated with emergency situations by establishing practices and procedures deriving from a careful risk analysis that allows the adoption of adequate preventive and response measures in the face of accident scenarios;

- contributes to the sustainability objective of reducing carbon dioxide emissions through concrete actions such as: use of renewable energy sources, computerization and reduction of printing, simplification of processes, encouragement of carpooling and alternative mobility in home-work routes.

The ongoing goals established by the organization and the specific ones set for the period are:

Satisfy customer needs and expectations

FY25:

Continue to monitor the incidence of complaints (keep the reference index stable or improve where possible).

Continue with the increase and updating of the analytical services portfolio, where relevant, also achieving the accreditation of the tests and / or passing them from fixed-purpose accreditation to flexible-purpose accreditation (Resana, Prato and Volpiano offices).

Meet the mandatory and voluntary requirements defined by:

- Competent and responsible authorities (including the individual local administrations for the location of the operational sites);

- Accreditation, Certification and Recognition Bodies in general;

- Mérieux NutriSciences Corporation.

FY25: maintenance of ISO 17025:2017 accreditation for all accredited laboratories maintenance of ISO 9001:2015 certification for all certified offices; maintaining certification of compliance with good laboratory practices and AIFA authorization for GMP analysis (Pharma sector); maintenance of the Certification of gender equality pursuant to UNI/PdR 125:2022.

Achieve and maintain a leadership position in the reference market

FY25: increase the branch's turnover and profitability according to the budget; remain competitive in terms of economic proposal thanks to cost containment obtained through an increasingly efficient use of the resources employed, also through more advanced computerization and careful use of tools that exploit Artificial Intelligence, and through the development of new business areas and new methods (e.g. nitrosamines in foods, new tests on packaging); continue to promote the Mérieux NutriSciences brand, at national and international level, so that it is recognized as a synonym of technical-scientific excellence and service.

Maintain a high level of quality and reliability / performance of its services

FY25: maintain the KQSI and KPIs established by the Group and / or by the branch management.

Measure your performance in sustainability, environment, health and safety, gender equality

FY25: maintain and improve the indicators established by the Group and/or the branch management

Ensure a safe, ethical and gender-equal working environment

FY25:

Over the years, extend environmental and safety certifications to all company sites

Satisfy customer requirements in compliance with current environmental and health and safety regulations

Minimize the risk and consequences of accidents in the workplace

Achieve the objectives defined in the company strategic plans for gender equality

CEO – General Manager

dr. Sylvain Dahiot