



CORPORATE POLICY

Vaiano Cremasco, February 26, 2024

Achitex Minerva Group specializes in the production and commercialization of chemical products for the textile industry. Over the years, the company has distinguished itself in the social landscape by pursuing and supporting the respect of all internationally affirmed human rights.

People and Leadership

Achitex Minerva is aware that its own heritage is the foundation of its actions. The key to success lies in the right balance between the desire to make profits and the need to bring innovation, respecting the environment, biodiversity, and people. All stakeholders, as part of the company reality as a single professional community, believe in genuine leadership based on personal example and sobriety, placing trust in human relationships to promote a socially sustainable work environment, founded on mutual collaboration and sharing.

Achitex Minerva Group is constantly committed to improving the psycho-physical well-being of its employees and their personal development, supporting individual training and professional growth, and also promoting the balance between private and professional life. Operating in compliance with National and International regulations enshrined in the Charter of Fundamental Rights of the European Union in terms of dignity, freedom, and equality for every employee is one of the Group's values, as well as repudiating all forms of child labour, slavery, and forced labour while respecting and protecting all forms of collective association.

Achitex Minerva, operating within the terms established by law, firmly stands against all forms of discrimination, committing to promoting a multicultural environment where every employee can work in harmony and contribute to enriching the company culture and capabilities.

Stakeholders

The Group, engaged in global markets and with a strong tradition of innovation and renewal, represents a competitive advantage for its customers. Innovation is perceived as the necessity to generate new ideas and meet customer demands with cutting-edge solutions. The constant commitment to anticipating the needs, desires, and expectations of customers serves as a strategic lever for change.

Listening to stakeholders, who are actively involved in achieving objectives, management, and corporate communication, thanks to their experiences derived from using the products, represents an invaluable resource for improving the organization, services, communication, marketing activities, and customer relations: every action is an integral part of a common strategy. The collaboration between the company and stakeholders is highly significant throughout the Product Life Cycle, adding value from the study, formulation, and development phases of products.

Preserving and encouraging the creativity and initiative of all employees, with a view to improving processes and company performance, is a fundamental aspect of the Group's policy.



ACHITEX MINERVA

Management policies and social responsibility for health, environment, safety, and labour rights

For the purposes of sustainable development and the continuous improvement of environmental, safety, and occupational health aspects, the Group ensures that responsibilities and operational procedures are defined with timeliness and precision. Awareness, sensitivity, and an adequate sense of proactivity in managing individual risks for health and safety at work, as well as the environmental performance associated with work processes, are promoted at all levels.

The objective of continuously improving the performance of the Integrated Management System aims to provide the best product and service by evaluating and minimizing the environmental impact throughout the product life cycle and the associated risks for future generations.

The products and services promoted by the Achitex Minerva Group, in addition to meeting technical and quality expectations, comply with sector voluntary standards and necessary safety and environmental compatibility requirements.

Involving all levels of the organization and all Group employees, ensuring the precise identification of all operational procedures and responsibilities, is fundamental to planning, monitoring, and constantly improving business processes. This guarantees the uniformity of the objectives to be pursued, the expected results, the associated responsibilities, and the resources employed.

The Management
Achitex Minerva S.p.A.