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| MEDSPA S.r.l. | Politica Integrata Integrated Policy Quality, Environment, Safety, Social Responsibility and Gender Equality | Rev. | 2 |
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This integrated corporate policy represents MEDSPA's formal commitment to pursuing excellence in every aspect of its operations, with particular focus on product quality, process safety, environmental protection and the well-being of its employees, within a fair and inclusive working environment. The Company recognizes that customer satisfaction, compliance with applicable regulations and environmental sustainability are essential elements for long-term success. Therefore, this policy applies to all organizational levels and to every stage of the product life cycle, from research and development to distribution and post-sales activities.

Aware of the importance of corporate sustainability, MEDSPA has implemented an Integrated Management System aimed at ensuring the highest standards of transparency and fairness in the management of its business and in its relationships with all stakeholders. This policy integrates the principles of quality, safety, environmental sustainability, social responsibility and gender equality, in order to ensure a positive impact on society and the environment.

This is achieved through a set of rules, procedures, and a process for measuring, managing and monitoring risks.

The Company's core values are based on full compliance with applicable laws and regulations, with a view to continuous improvement in relation to the following areas:

- Product quality;
- Protection of workers' health and safety;
- Environmental sustainability;
- Ethical and social responsibility;
- Gender equality.

MEDSPA promotes these values among all personnel, as they represent the fundamental basis for conducting business activities. The ultimate objective is to improve the quality of life of its stakeholders by offering products that ensure safety, information transparency and an environmentally sustainable impact.

To this end, MEDSPA undertakes to:

QUALITY

Product Safety: ensure the safety and effectiveness of products through rigorous dermatological testing, in compliance with applicable regulations;

Raw Material Quality: ensure the selection of the best raw materials, capable of delivering targeted and proven effectiveness, sourced from reliable and certified suppliers;

Management of Non-Conformities: define clear procedures for managing non-conformities and implementing corrective actions;

Product Traceability: ensure full traceability of products, from raw materials to finished products, facilitating product recalls where necessary;

Regulatory Compliance: ensure that all products and production processes comply with applicable industry regulations;

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Transparent Communication: communicate the policy at all organizational levels and provide clear and complete information regarding product composition, promoting transparency and consumer trust;

Customer Satisfaction: actively listen to and respond to customer needs, continuously improving the quality of products and services.

SAFETY

Safe Working Environment: ensure the safety, health and well-being of all individuals working for the Company by promoting responsible and aware behaviors and implementing appropriate preventive measures aimed at preventing accidents and occupational illnesses;

Protection of Workers' Health and Well-being: promote a safe and healthy workplace, protecting employees' physical and mental health;

Regulatory Compliance: ensure compliance with applicable national and international laws, regulations and standards;

Training and Awareness: provide employees with adequate training on safety issues so that they are able to recognize risks and adopt safe behaviors;

Risk Management: identify and assess health and safety risks, implementing effective control measures;

Emergency Management: define clear procedures for emergency management and implement emergency plans designed to address any critical situation.

ENVIRONMENT AND SUSTAINABLE PROCUREMENT

Impact Reduction: reduce atmospheric emissions and water consumption as much as possible through the optimization of production processes;

Sustainable Innovation: assess the current and potential environmental impact of activities according to the principles of precaution and prevention, promoting the use of the best available technologies and raw materials/products with minimal environmental impact; invest in the research and development of sustainable and environmentally friendly formulations and packaging;

Selection of Raw Materials: prioritize the use of natural, organic and sustainably sourced ingredients, avoiding substances potentially harmful to the environment and health;

Ingredient Traceability: ensure the traceability of ingredients from the source of supply to the finished product;

Monitoring of Direct and Indirect Environmental Aspects: systematically identify and monitor direct and indirect environmental aspects and related impacts arising from activities, products and services;

Waste Management: manage waste correctly and in a controlled manner;

Collaboration with Ethical Suppliers: prioritize suppliers that pursue ethical and sustainable practices within their organization and throughout their supply chain;

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Supply Chain Awareness: promote awareness among supply chain partners by encouraging the adoption of sustainable practices.

ETHICS AND SOCIAL RESPONSIBILITY

Social Responsibility: contribute to the sustainable development of communities by supporting social initiatives;

Compliance: promote and ensure respect for universally recognized human rights across all business areas and among all stakeholders through compliance with national and supranational regulations protecting workers, ILO conventions and principles of social responsibility, while maintaining compliance in substance and principle with all applicable laws, rules and regulations;

Performance Improvement: pursue continuous improvement of corporate performance through the definition of objectives, targets and programs;

Risk Monitoring: systematically identify and monitor all potential risks in order to eliminate or reduce their root causes;

Engagement, Training and Information: involve human resources at every level in implementing this Policy through all appropriate measures and initiatives, including information and training activities specifically aimed at promoting proper conduct, compliance with legal requirements and adherence to the strictest internal rules/procedures adopted, ensuring that this Policy and the related Management System are implemented at every level of the organization;

Social Dialogue: ensure transparency regarding implemented actions through the adoption of tools aimed at promoting social dialogue;

Dissemination: ensure commitment to social responsibility through the implementation and dissemination of ethical principles and the continuous improvement of employees' working conditions.

The contact details of SAI, the organization that developed the standard, and SAAS, the accreditation body for certification organizations operating within the SA8000 framework, are provided below:

SAAS Accreditation Body: saas@saasaccreditation.org

BS Certification Body: info-es@abs-qe.com

GENDER EQUALITY

Inclusive Corporate Culture: promote and ensure respect for diversity, inclusion and gender equality values by adopting corporate, organizational and management mechanisms based on respect for people's rights, freedom and dignity, while favoring business relationships with companies equally committed to these principles;

Enhancement of Human Resources: preserve the value of people through human resource development and management strategies capable of promoting an inclusive culture that values uniqueness and equal access to professional growth opportunities regardless of organizational role;

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MEDSPA promotes conditions that remove cultural, organizational and material barriers limiting the full expression and enhancement of individuals within the organization, preserving the value of its personnel and promoting the protection of their psychological, physical, moral and cultural integrity through working conditions that respect individual dignity and behavioral rules;

Zero Tolerance: reject any form of direct or indirect, multiple or intersectional discrimination related to gender, age, sexual orientation and identity, disability, health status, ethnic origin, nationality, political opinions, social class or religion;

Equal Pay: ensure that women and men receive fair remuneration for work of equal value;

Work-Life Balance: offer work flexibility and parental support measures for both parents;

Parenthood and Care: provide practical support to employees' families both economically and through flexible working hours and smart working arrangements;

Competitive Advantage: foster diversity in all its dimensions to maximize the opportunities arising from it and generate value within the workplace, also from a business competitiveness perspective;

Inclusive Language: adopt inclusive and gender-respectful language in all internal and external corporate communications, promoting an equal and respectful corporate culture;

Training and Awareness: organize training programs aimed at raising employee awareness on gender equality and inclusion issues;

Dissemination: comply with and actively disseminate the principles established by applicable laws, contractual provisions and standards issued by relevant international organizations, including:

- The 2030 Agenda for Sustainable Development and the related Sustainable Development Goals (SDGs);
- The United Nations Global Compact and Women's Empowerment Principles;
- The Universal Declaration of Human Rights;
- United Nations conventions on women's rights, elimination of racial discrimination, children's rights and the rights of persons with disabilities;
- The ILO Declaration on Fundamental Principles and Rights at Work and the eight core conventions of the International Labour Organization (ILO);
- The ILO Convention on Violence and Harassment of June 2019.

Ethical Suppliers: promote diversity, inclusion and gender equality externally as well, favoring relationships and commercial partnerships with companies that share the same values and commitments;

Measurement and Monitoring: measure and monitor KPIs and the Gender Equality Strategic Plan in order to assess progress against established objectives. The specifically established Equal Opportunities Committee ensures active oversight on these matters and supports the implementation of corrective actions for continuous improvement.

This policy shall be widely disseminated to all personnel and stakeholders and made available to anyone upon request.

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Management undertakes to ensure the implementation and continuous updating of this policy by subjecting it to periodic reviews. In order to ensure continuous improvement, the effectiveness of the Integrated Management System will be regularly evaluated, taking into account internal and external changes affecting the organization.

Stamp and signature

Giovanni D'Antonio
Chief Executive Officer

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