

**ALCEA S.p.A**, founded in 1932 by Giovanni Parodi, proudly maintains its identity as an Italian company, closely managed by the Parodi family, who controls its entire capital.

Today, under Carlo Parodi's leadership, ALCEA's growth is best exemplified by the Senago plant. With its innovative architecture and highly automated industrial systems, designed with the utmost respect for the environment and the health and safety of workers, it is considered one of the leading paint production facilities in Europe. ALCEA is one of the leading Italian-owned companies specializing in the research, development, production, and marketing of tinting systems and liquid coating products for a wide range of industrial sectors (metal, wood, and plastic).

The company places strong emphasis on customer needs and adapts flexibly to their constantly evolving requirements.

In this context, ALCEA has been able to acquire different product types, strengthening and developing new products for the wood and furniture market, the coil coating sector and the electrophoresis sector.

At the same time, ALCEA continued to expand its presence in the building materials and construction sectors by producing coating products such as water-based paints, rust inhibitors, and enamels. These products were later joined by a full range of water proofers, flooring resins, concrete and metal protectors.

To promote its products and support customers, the company employs highly skilled technical personnel who provide timely assistance and draw on extensive experience to resolve any issues related to coating.

**ALCEA** is committed to the full satisfaction of Customers, Suppliers, Employees and respect for the environment, and has developed an **Integrated Management System for Quality, Environment and Safety** meeting the requirements of the following standards:

- **UNI EN ISO 9001:2015 (Quality)**
- **UNI EN ISO 14001:2015 (Environment)**
- **UNI ISO 45001:2018 (Safety)**

ALCEA is committed to respecting individuals, meeting the Quality requirements and expectations of customers and all stakeholders, minimizing the negative Environmental impact of its processes and products, and improving worker Health and Safety through:

- continuous improvement of its quality, environmental, health and safety performance;
- specialization and technological research;
- continuous investment in the development of paint systems that are increasingly environmentally friendly, less harmful to human health, and more innovative—achieved through careful analysis of the raw materials used;
- the consolidation of the competitive position in the domestic and international markets.

To achieve these objectives, the Management promotes:

- the direct commitment to the development of the Quality, Environment and Safety System, particularly through annual improvement goals with measurable targets;
- the enhancement and enrichment of the wealth of experience and widespread knowledge, through continuous information and training of staff, sales forces, customers and end users;
- The awareness and risk perception of its workers at all levels, as well as their involvement in identifying preventive measures;
- the participation of its staff in the continuous improvement of the IMS through effective training and information;
- the study and development of new products to meet market needs, Quality objectives with the utmost attention to the protection of the Environment and safety conditions for end users;
- the careful analysis of the internal and external context in which the organization operates and the needs/requirements of stakeholders;
- risk assessment, an essential tool for the proper planning of the integrated management system;
- compliance with current legislation and regulations, good engineering standards as well as specific company standards;
- the systematic recovery of obsolete or non-compliant materials;
- the enhancement of human resources to achieve its objectives;
- the prevention of pollution and the reduction of the risks of accidents and occupational disease to which workers and all persons working under its control are exposed;
- the preventive and continuous involvement of partners, suppliers and contractors to conform their behavior to the contents of this policy.

ALCEA is committed to ensuring that this Policy is implemented daily by all personnel and communicated to all stakeholders.

*Senago, March 28, 2019*

*The Sole Administrator*

*Carlo Maria Parodi*

*(electronically signed)*