COMPANY POLICY

Founded in 1995 and part of the Mazza Holding Group, Maflon S.p.A. is an Italian company specializing in the development and production of advanced chemical additives for industrial and sports applications – including the MAPLUS® line – as well as in surface modification (etching) treatments on PTFE articles for third parties.

This Integrated Company Policy outlines the principles and commitments that guide Maflon in the areas of Quality, Environment, Health and Safety, Social Responsibility, Ethics and Sustainability.

GENERAL PRINCIPLES AND CORE VALUES

Maflon conducts its business in alignment with internationally recognized standards — including ISO 9001, ISO 14001, ISO 45001, the ILO Conventions, the Universal Declaration of Human Rights, the principles of the 2030 Agenda, the OECD Guidelines, and all applicable European and national regulations for the chemical sector (REACH, CLP, GHS, ADR).

The company's actions and decisions are guided by the following core values:

- Continuous innovation
- Environmental responsibility
- Collaboration and shared growth
- Integrity and transparency
- Flexibility and continuous improvement
- Dedication and expertise

QUALITY POLICY

Maflon considers quality a fundamental element for competitiveness and for building long-term customer trust.

In line with ISO 9001, the company is committed to:

- ensuring full compliance with all applicable technical, regulatory and contractual requirements;
- investing in people through continuous training and development of technical competencies;
- maintaining process continuity, traceability and control across production and logistics operations;
- understanding and consistently meeting customer expectations, providing specialized technical support and reliable supply performance;
- developing advanced chemical solutions that combine high performance with a reduced environmental impact.

ENVIRONMENTAL POLICY

Maflon acknowledges its responsibility toward the environment and is committed to preventing and reducing the impacts of its activities, adopting a life-cycle perspective for its products.

In alignment with ISO 14001, the company undertakes to:

- evaluate environmental impacts across the entire life cycle of its products;
- ensure compliance with all applicable environmental laws and obligations;
- prevent pollution and manage resources efficiently and responsibly;

- reduce energy consumption, emissions and waste through the adoption of technologies, practices and processes that enhance efficiency and sustainability.

OCCUPATIONAL HEALTH, SAFETY AND WELLBEING POLICY

The protection of people's health, safety and wellbeing is a non-negotiable value for Maflon.

The company operates in compliance with Legislative Decree 81/2008 and ISO 45001, adopting a systematic and preventive approach to risk management.

Maflon is committed to:

- identifying, assessing and controlling risks through a preventive and participatory approach;
- ensuring safe, adequate and healthy working conditions, safeguarding the physical and psychological wellbeing of personnel;
- providing continuous training and information to all workers;
- maintaining equipment, facilities and infrastructure in safe conditions through structured inspections and periodic maintenance;
- applying the Stop Work Policy, which grants every worker the right and the duty to stop any unsafe activity without fear of retaliation.

SOCIAL RESPONSIBILITY, HUMAN RIGHTS AND PEOPLE

Maflon recognizes the central role of people within the organization and adopts management practices consistent with national legislation and international standards (ILO Conventions, the Universal Declaration of Human Rights, OECD Guidelines, UN Guiding Principles).

The company is committed to:

- protecting fundamental human rights, ensuring fair and dignified treatment and remuneration in compliance with national labour regulations and the applicable collective agreement;
- prohibiting all forms of child labour, forced labour or coercive practices;
- promoting equal opportunities and non-discrimination, ensuring an inclusive and respectful working environment;
- preventing and addressing harassment and inappropriate behaviour through a zero-tolerance approach;
- supporting professional development by valuing skills and promoting growth opportunities;
- respecting freedom of association and representation in line with ILO Conventions;
- protecting employees' personal data, ensuring confidentiality and lawful processing.

ETHICS, INTEGRITY AND GOVERNANCE

Maflon conducts its activities according to principles of legality, transparency and fairness, promoting responsible and professional behaviour in all internal and external interactions.

The company is committed to:

- operating in full compliance with applicable laws and regulations, ensuring responsible and accountable conduct;

- adopting a zero-tolerance approach toward corruption, fraud and unethical practices, refusing any improper advantage;
- preventing conflicts of interest by ensuring impartial decisions based on objective criteria;
- maintaining fair and transparent relationships with customers, suppliers, partners and institutions;
- protecting personal data and confidential information by ensuring proper handling and compliance with GDPR;
- promoting integrity and professional ethics across the organization.

SUSTAINABILITY AND RESPONSIBLE INNOVATION

Maflon integrates sustainability into its strategies as a driver of environmental, social and economic value.

The company is committed to:

- developing chemical solutions that are safer, more efficient and environmentally responsible;
- promoting energy efficiency, circular economy practices and the reduction of impacts along the value chain;
- collaborating with customers and partners to advance sustainable and innovative technologies.

The Maflon GHG Policy, maintained as a dedicated and separate document, defines the company's specific commitments regarding climate action and emissions reduction.

IMPLEMENTATION, COMMUNICATION AND CONTINUOUS IMPROVEMENT

Maflon ensures the effective implementation, communication and maintenance of this Policy across all levels of the organization.

Maflon undertakes to:

- provide the resources and competencies necessary to fulfil the commitments set out in this Policy;
- defining measurable objectives and monitor performance through indicators, internal audits and Management Reviews;
- pursuing the continuous improvement of the Management System and overall company performance;
- updating the Policy in line with regulatory, technological and organizational developments;
- make the Policy available to all relevant internal and external stakeholders.

The Management Board assumes full responsibility for the effectiveness and performance of the Company Management System and ensures that the principles of this Policy are consistently implemented throughout the organisation.

All personnel are expected to actively contribute, through the quality of their work and their professional conduct, to the fulfilment of the commitments expressed herein.

The content of his Policy is periodically reviewed by the Management Board to ensure its ongoing relevance to Maflon's activities, strategic direction and evolving context.

Il Presidente Maflon SpA