



Sustainability policy

Premise

AXCHEM Group, in response to the demands of the company and its aspirations for equity in the conduct of business, promotes a corporate culture oriented to the search for sustainable balances, introducing into its work a logic of returning value to society.

AXCHEM Group integrates the distinctive elements of its technological know-how with principles inspired by the enhancement of people and the environment, believing in this way that it can pursue economic development for its own benefit and the widespread interests of the communities and places in which it operates.

VALUES AND PRINCIPLES

AXCHEM Group operates according to principles of integrity, honesty, loyalty and transparency, in full compliance with the applicable legislative provisions and regulations, building relationships of trust with interlocutors inside and outside the organization, also committing to set higher standards than the different regulatory levels to which it must refer.

The value of people

AXCHEM Group is committed to operating in full respect of the value of the person and the human rights and workers recognized in national and international conventions and declarations, such as the United Nations Universal Declaration of Human Rights, the Declaration on Fundamental Labour Principles and Rights of the International Labour Organization (ILO) and the Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD). AXCHEM Group considers inadmissible any form of forced or child labour, any kind of discrimination in employment and profession and promotes the right to collective bargaining and the exercise of freedom of association within itself as well as in the sphere of its influence throughout the value chain.

AXCHEM Group ensures conditions and employment opportunities on an equal basis, without discrimination on the basis of ethnic origin, religion and belief, disability, sexual re-orientation and age. AXCHEM Group considers it a priority to increase the professional and personal satisfaction of its employees. At the same time, the company is committed to concretely promoting responsible



and informed health and safety behaviors according to the highest standards and in full compliance with local and international standards, both internally and along its value chain.

The value of the environment

AXCHEM Group, aware of its responsibility towards future generations, carries out its activities in harmony with the places in which it is inserted and respecting the environment. AXCHEM Group feels the responsibility to take on and promote virtuous behaviors from an environmental point of view, committing to create examples of good practices within its sector.

AXCHEM Group adopts innovative solutions in order to progressively improve its environmental performance: the optimization of energy consumption, the use of renewable energy sources, the reduction of waste and the responsible use of raw materials and materials are the fundamental guidelines of this objective. The commitment on environmental issues extends outside the corporate perimeter, through the awareness of its partners and the establishment of collaborations with qualified third parties.

Lucca, 17 Febbraio 2021

AXCHEM Group

Fiorenzo Alberto Piatti

A handwritten signature in blue ink, appearing to read "Fiorenzo Piatti", is written over the printed name.