

Quality Policy

Radicifil S.p.A., based in Casnigo (BG) is mainly engaged in the following sectors:

- Production and sale of BCF yarn for a variety of end-user applications (flooring, contract and automotive, to name the main ones).
- Production and sale of PA6 polymers and PA6 copolymers.
- Production and sale of HTY yarns.

In the abovementioned industrial sectors, the **Business Area Manager** aims to ensure the company's **reputation as a reliable partner** capable of meeting both the spoken and unspoken needs of its customers, all the while keeping in mind the context in which the organization operates and the expectations of its other stakeholders.

The organization's approach to achieving the above objective includes:

- a) Understanding the organization, its context and the needs of the Radicifil stakeholders.
- b) Using a process-based model.
- c) Adopting risk-based thinking for the identification of opportunities for improvement.
- d) Monitoring the aspects that are perceived as value by customers.
- e) Identifying the best solutions for customer needs.
- f) Setting out a careful new products development process, with life cycle and eco-design focus on them.
- g) Establishing a presence in emerging markets, particularly for automotive products.
- h) Implementing, maintaining and improving a company Quality Management System on an ongoing basis to ensure that Radicifil continues to achieve the utmost reliability as a supplier.
- i) Setting out and monitoring clear objectives shared at all corporate levels, which provide a tool for assessing the effectiveness and efficiency of corporate processes.
- j) Maintaining an increased focus on sustainability and circular economy aspects in products and solutions for the market, as well as in corporate processes.
- k) Lowering the environmental impact of industrial processes and developing activities aimed at reducing impact and recycling sub-products.
- l) Promoting values to serve as management guidelines for daily activities, such as:
 1. A customer-oriented approach.
 2. Careful consideration of stakeholder expectations and aspects concerning sustainability and the environment
 3. Results-oriented management (decision monetization).
 4. Transparency in relations with co-workers and superiors and in handling information.
 5. Workers' skills enhancement, investing in training.
 6. Collaboration among corporate functions, focusing on managing and solving problems and not on assigning blame.
 7. Emphasis on workplace order and cleanliness and safety.

The Radicifil Quality Policy is consistent with and supplements the contents of the RadiciGroup Quality, Environmental and Safety Policy.

Casnigo, 25 October 2021
Business Area Manager

Agnoli Nicola

RADICIFIL S.p.A.

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R.E.A. Bergamo n. 250701
C.F./P. IVA e Reg. Imp. n°01956990160
Società con azionista unico.

Società soggetta alla attività di direzione e coordinamento, ex art. 2497 c.c. e seguenti, di RADICIFIL S.p.A. di Paolo Partecipazioni S.r.l. unip. Angelo Radici Partecipazioni S.r.l. unip. Maurizio Radici Partecipazioni S.r.l. unip., con sede in Bergamo.

Environmental and Energy Policy

RadiciFil S.p.A., based in Casnigo (BG) is mainly engaged in the following sectors:

- Production and sale of BCF yarn for a variety of end-user applications (flooring, contract and automotive, to name the main ones).
- Production and sale of PA6 polymers and PA6 copolymers.
- Production and sale of HTY yarns.

RadiciFil is part of RadiciGroup, an Italian chemical manufacturing multinational with diversified businesses focusing on chemicals, polymers and synthetic fibres. Within the framework of RadiciGroup's commitment to sustainable development, RadiciFil strives to become a major proactive player aware of the social context in which it operates and the needs and expectation of its stakeholders, as well as mindful of the fact that protecting and safeguarding the environmental and saving energy help to ensure the continuity of a production system in a given social context.

For the above reasons, the Business Area Manager undertakes:

- To comply with the applicable legal regulations.
- To analyse the organization, the context in which it operates and the needs of the RadiciFil stakeholders in a life cycle perspective.
- To comply with any other requirements the organization may subscribe to regarding environmental and energy aspects.
- To provide adequate resources to prevent pollution deriving from the organization's business activities, reduce its impacts and improve the environmental performance of its activities and any activities over which it has the possibility to exercise control and influence; all of which in a life cycle perspective and within the limits of the best available technologies and the financial constraints imposed by good financial management.
- To ensure that all the information and resources needed to meet the objectives set for improvement in energy performance are provided.
- To carry out continuous monitoring of the organization's energy and environmental performance and, from time to time, define measurable objectives, so as to determine the improvement in performance.
- To promote the environmental commitment of the organization's customers and suppliers.
- To favour the purchase of products, services and projects featuring high energy efficiency that can help improve energy performance.
- To provide periodic reports on environmental and energy performance, also by joining corporate sustainability initiatives promoted by RadiciGroup.

The most appropriate way for the company to achieve the above ambitious objectives was to adopt and maintain an ISO 14001:2015-compliant Environmental Management System and an ISO 50001:2018-compliant Energy Management System.

The Business Area Manager will communicate the contents of the Environmental and Energy Policy to all the individuals who work for or on behalf of RadiciFil and ensure an adequate understanding of the policy. Furthermore, this Policy will be released in the public domain and made available to all interested parties through the appropriate communication channels.

The RadiciFil Environmental and Energy Policy is consistent with and supplements the contents of the RadiciGroup Quality, Environmental and Safety Policy.

Casnigo, 25 October 2021

Business Area Manager

Nicola Agnoli



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Health and Safety Policy

RadiciFil S.p.A. considers providing a safe and healthy working environment as its unwaivable duty and ongoing commitment and an integral part of its mission. The purpose of this statement from RadiciFil S.p.A. management is to set out and communicate the company's objectives in the area of accident prevention and monitoring to all staff, in order to ensure the health and safety of the company's workers and the community at large. In the field of health, safety and industrial hygiene, as well as in matters concerning the prevention of occupational illnesses, RadiciFil S.p.A. has adopted guidelines, set out this Health and Safety Policy statement and implemented a Health and Safety Management System in accordance with the relevant Italian standards and regulations. With this statement, the company intends to express its commitment and the commitment of the whole organization to the following objectives:

- To comply with the letter and the intent of the laws and regulations on matters related to safety and industrial hygiene applicable to the company's activities, products and services; wherever possible, to apply, on a voluntary basis, those measures considered necessary, although not enforceable by law.
- To understand the organization, its context and the needs of RadiciFil stakeholders.
- To promote programmes involving all activities for the prevention of accidents of any degree of severity that could affect the health and safety of workers and/or anyone else on the company's premises.
- To provide the necessary resources to ensure the operation of an adequate Health and Safety Management System for RadiciFil S.p.A.
- To promote worker participation and consultation.
- To make workers and anyone present on the company's premises aware of the necessity to follow the health and safety regulations applicable to RadiciFil S.p.A. activities; to train the workers to handle abnormal and emergency situations in order to minimize any possible consequences.
- To ensure continuous improvement in safety management, also by identifying the risks associated with the activities carried out and defining risk reduction objectives in accordance with development plans.
- To handle products/equipment following procedures ensuring worker safety and inform suppliers and visitors about the procedures and the principles of the company's Health and Safety Management System, engaging these parties, where applicable, in the implementation of said procedures and principles.
- To promote a transparent and collaborative relationship with public and private entities.
- To prevent occupational illnesses.
- To protect workers from retaliation for accidents, dangers, risks and opportunities.
- To implement all the agreements concerning safety reached at periodic meetings (as per Article 35 of Legislative Decree [D.Lgs.] 81/08 and subsequent amendments) and any agreement reached between workers in charge and management.

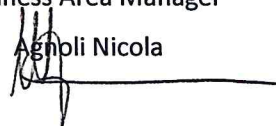
The most appropriate way for the company to achieve the above ambitious objectives was to adopt and maintain a UNI ISO 45001:2018-compliant Health and Safety Management System.

This Health and Safety Policy will be communicated to all workers and anyone present on the company's premises and will be posted on the premises so as to be accessible to anyone in the company; it will also be made available through the appropriate communication channels.

The RadiciFil Health and Safety Policy is consistent with and supplements the contents of the RadiciGroup Quality, Environmental and Safety Policy.

Casnigo, 25 October 2021
Business Area Manager

Agnoli Nicola



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