

## PQ-01

## QUALITY POLICY

### ESSENTIA BEAUTY

has defined as application field of its Quality Management System  
**Design, Development and Supply of Packaging for Cosmetic Products and Accessories**  
**Development, Production Control and Supply of Cosmetic Products.**

**The satisfaction of interested parties and in particular of customers is the primary objective of Essentia Beauty,**  
**continuous performance improvement is its daily commitment.**

through the measurement of customer satisfaction, the constant monitoring of the market and processes, the search for opportunities for new developments to allow continuity, development and profitability of the company.

### Customers

Customers are our partners, we are committed to satisfying their needs and requirements in terms of innovation and quality, as well as to sharing objectives and clear information regarding improvement, information about our projects and about the performances achieved.

### Suppliers

Suppliers are our partners for the achievement of the company's objectives, they have the obligation to respect the quality standards of the company and to share our improvement goals.

### Personnel and Safety in Work Environment

Our employees are our main resource, and we are committed to providing them with the appropriate and continuous professional training necessary to achieve excellent performance. Our employees work in a motivating, serene and safe environment, in which all labour law legislation is respected. Respect for the health and safety of personnel are as important as productivity, national legislation (Legislative Decree 81/08 and subsequent amendments). It is applied in all working environments of the enterprise. There is a ban on smoking within our company.

### Quality

The quality of our products is defined by paying close attention to the needs of our customers and the skills of our personnel. Quality is achieved and ensured through the application of rules, regulations, clear procedures shared with our customers and our suppliers, and a control system applied to all company processes.

### Product safety

The products manufactured by our company comply with European legislation and the legislations of destination countries, guaranteeing consumers a safe use, both for their formulation and for the safety tests conducted. In the production operations, the application of Good Manufacturing Practices is required as an essential requirement for the proper execution of production processes.

### Environment and Sustainability

We believe in creating a culture aimed at paying attention to the environment, empowering all company personell. We promote compliance with environmental laws applicable to our business, as well as the fulfilment of our customers' requirements and other principles of the management system. We make every effort to minimize the environmental impact of all our activities and those of our contractors, we aim to minimize the consumption of resources in carrying out our activities, adopting the best technology and the best alternatives available. The orientation towards the sustainability of products and processes is the primary objective for the company that aims to invest in the innovative development of products and in the search for processes with an increasingly reduced impact on the environment.

We recognize climate change as a relevant factor within the context of our organization and are committed to assessing and managing related risks and opportunities to ensure the continuity and sustainability of our activities.

As part of our quality management system, we promote responsible practices and collaborate with partners who share our commitment to reducing environmental impact and adapting to climate change.

### Innovation

Innovation is part of our DNA. We offer highly differentiated products to the market, with creative content and a tailor-made "cut" for our customers, to meet specific needs in terms of design, formula, packaging and costs. Each brief is designed to offer the customer competitiveness, quality and sustainability.

### Continuous improvement

All processes within the company are oriented towards continuous improvement. In particular, the quality, safety, respect for the environment, cost management and social responsibility processes. The entire company structure, with the involvement of customers and suppliers, contributes to the results of continuous improvement.

### Company and customer data security / Confidentiality

All personnel are committed to protecting the physical and intellectual property of the company, its customers and suppliers. All personnel are required not to disclose, disseminate, or make use of confidential information to third parties, which they may have access to in the course of their duties. Regarding the security of personal data concerning individuals, Essentia Beauty ensures compliance with the provisions of European Regulation No. 2016/679.

### Social responsibility

The improvement of working conditions is one of the objectives shared internally and with our suppliers.

### Reliability

Being recognized as a reliable partner by our customers is one of the primary objectives of our organization, as well as being punctual and precise in our deliveries.

### Traceability

Traceability is guaranteed by clear and unique identification, by precise records of raw materials, products and processes.


### Resources and Infrastructures

The performance of our processes and the safety of our products are guaranteed by the feasibility study of the industrial project, the maintenance of machines, equipment and infrastructures, the hygiene criteria are carefully applied directly or indirectly with our suppliers.

**Essentia Beauty, It adopts the requirements of ISO 9001:2015 for quality management,**  
**applies national and European mandatory requirements regarding occupational safety and environmental protection,**  
**and embraces the Ecovadis principles on sustainability.**

**The implementation of this policy constitutes the primary objective of each collaborator.**

General Manager  
Katia de Martino



Monza, 07/03/2025