

Quality, Environment and Workplace Safety Policy

Variati Spa is a company that develops and commercialized ingredients and active for **Cosmetic** and **Nutraceutical Industry**, with its name or maintaining the name of the official suppliers.

The goal of **Variati Spa** is to have the recognized on the market as a excellent supplier, qualified and reliable in time; this recognition is achieved through a service and quality of products always supplied at the highest levels such as to achieve a leadership role in the sector..

Priority Mission of VARIATI SPA is to develop a positive business with the satisfaction of Customer, in respect of the individual, of human dignity and of the environment.

To be choose and to be appreciate by our customers, have the meaning for us, to excel in: Reliability, Quality, Price, and Service.

To obtained these, **Variati spa** undertakes to sustain activities listed below:

- the **promotion** and the **distribution** of Quality company's culture and of the culture of continue improving;
- the achievement of the **satisfaction of the customer** thanks to the furnishment of products and a quality service;
- the **improvement of Integrate Quality, Environment and Workplace Safety System** in compliance with the requirements of UNI EN ISO 9001 and UNI EN ISO 14001, ISO 45001.

Furthermore, the Company undertakes to guarantee:

- **observe** and **respect the legislations** that norm the sector and the current and mandatory laws;
- the **respect of legal prescription applicable**, about Healthy, Workplace Safety and Environment;
- the **undertake to protect the environment**, prevent pollution, reduce gas emission, improve our integrated system of management to obtain a better environmental prestation, related to our activities;
- **constant monitoring of Safety and Healthy** levels in job place, eliminating dangers and reducing risks to the health and safety of workers;
- **undertake of prevention** of injury and professional diseases;
- the **commitment to consultation and participation** of workers and the workers' representative;
- **respect of our Ethic Code**;
- **respect of dignity and of fundamental rights of humans**;
- **politics of Sustainable Develops in Social Topic**, because we think that the Company needs to create benefits, not only for itself, but also for the Community.

The **Variati spa's Policy** is being broadcast to all the stakeholders, for a sensibilization at all the levels. For every year of execution, of maintenance and of development of Integrated Management System, we publish an Improvement Plan at Management Review, that in the end we send to all of the responsible of the sector. That Plan define the goals of the Company to obtain (they need to match the goals of Integrated Policy), the means to reach them and the targets of improvement.

The Management personally undertakes in the coordination and in the control of Integrated Management System, to assure that expected results will be reached, after the promotion of the improvement, the process approach and the risk based thinking.