

KAARAL S.r.l. — Benefit Corporation

"Connection Through Beauty" — Made in Italy since 1981
San Salvo (CH) — Contrada Piane Sant'Angelo — Abruzzo, Italy

INTEGRATED POLICY

Quality · Environment · Occupational Health and Safety

ISO 9001:2015 · ISO 14001:2015 · ISO 45001:2018 · ISO 22716 GMP · B Corp · Halal · Vegan

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Drafted by	Romolo Ferrara — Head of Prevention and Protection Service / Quality, Environment and OH&S Manager
Approved by	Nicola Vitulli — Sole Director
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Distribution	Mandatory posting — freely accessible to all employees and visitors

Public document — made available to customers, suppliers and interested parties on request

MISSION AND VALUES

KAARAL S.r.l. is an Italian company that manufactures and distributes professional haircare cosmetics worldwide, in the belief that beauty, quality and responsibility can and must coexist.

Our mission is to strike a perfect balance between quality, style and trend, spreading the concept of Made in Italy as a synonym for beauty, ethics and care. As a Benefit Corporation, the organisation pursues profit together with the common good, both environmental and social.

OUR COMMITMENTS

1 — QUALITY AND CUSTOMER SATISFACTION

- ▶ Design and manufacture cosmetic products that are safe, effective and compliant with Reg. (EC) 1223/2009 and with ISO 22716 GMP standards
- ▶ Ensure the highest customer satisfaction through consistent quality, product innovation and technical and training support
- ▶ Handle complaints promptly and transparently, through documented procedures accessible to interested parties
- ▶ Continuously monitor process performance and act for continual improvement

2 — ENVIRONMENT AND SUSTAINABILITY

- ▶ Prevent pollution and progressively reduce the environmental impacts of our activities
- ▶ Pursue energy efficiency, promote the use of renewable sources and progressively reduce consumption and the associated emissions
- ▶ Manage waste according to the European hierarchy — prevention, reuse, recycling — within a circular economy approach and with a progressive reduction of waste sent to disposal
- ▶ Comply with applicable environmental legal requirements and monitor greenhouse gas emissions, with a progressive commitment to extending reporting along the value chain
- ▶ Engage suppliers and partners throughout the value chain in responsible environmental practices

3 — OCCUPATIONAL HEALTH AND SAFETY

- ▶ Eliminate hazards and reduce risks to the health and safety of all workers, with the goal of zero recordable injuries
- ▶ Keep all risk assessments and the Emergency Plan up to date
- ▶ Promote the consultation and active participation of workers through the Workers' Safety Representative, the Head of the Prevention and Protection Service and the Occupational Physician
- ▶ Ensure adequate education, training and information at all levels of the organisation
- ▶ Fully comply with Italian Legislative Decree 81/2008 and with the requirements of ISO 45001:2018

4 — ETHICS, B CORP AND SOCIAL IMPACT

- ▶ Act with integrity and transparency, in compliance with the adopted Code of Ethics and with standards of legality and corporate responsibility
- ▶ Support the local community through social, cultural and sporting initiatives, as a concrete expression of our commitment to the territory and to the people who live there
- ▶ Ensure fair working conditions, corporate welfare for all staff and equal opportunities at every stage of the employment relationship
- ▶ Comply with Halal requirements across the production and supply chain for certified products
- ▶ Report periodically on environmental, social and governance performance through a Sustainability Report made available to interested parties

5 — CONTINUAL IMPROVEMENT

- ▶ Set, review and update management system objectives annually, consistently with the context, risks and opportunities identified
- ▶ Carry out periodic internal audits and management reviews to assess the effectiveness of the management systems
- ▶ Systematically treat non-conformities and audit recommendations as opportunities for improvement
- ▶ Invest in research, development and digitalisation to continually improve products, processes and environmental performance

6 — COMPLIANCE AND CERTIFICATIONS

- ▶ Comply with all applicable legal requirements (statutory, regulatory and contractual) and with the voluntary requirements adopted
- ▶ Maintain and improve the ISO 9001, ISO 14001, ISO 45001, ISO 22716, B Corp and Halal certifications as a guarantee for customers, employees and interested parties
- ▶ Communicate this policy to all employees and contractors and make it available to interested parties

The Sole Director Nicola Vitulli _____	Head of Prevention and Protection Service / Integrated Management System Manager Romolo Ferrara _____
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This Policy supersedes all previous versions and shall be communicated to, understood and applied by all personnel. A copy is posted on the notice board and is available on request to customers, suppliers and interested parties.