

Morocolor Italia S.p.A., a leading company in the design, development and manufacture of colours, drawing and painting products, and modelling compounds intended for educational, recreational, hobby and creative activities for children and adults, conducts its business according to ethical principles and promotes quality of life values while respecting the environment, people and sustainability.

Morocolor Italia S.p.A. has decided to develop, implement and maintain an **Integrated Sustainability Management System** consistent with the following standards:

- UNI EN ISO 9001:2015
- UNI EN ISO 14001:2015
- UNI EN ISO 14001:2026
- FSC® CoC
- SA8000:2014
- SA8000:2026

Morocolor Italia S.p.A. is committed to adhering to and complying with:

- the requirements of the adopted voluntary standards;
- the Conventions of the International Labour Organization (ILO);
- the United Nations Convention on the Rights of the Child;
- the Universal Declaration of Human Rights;
- the United Nations Conventions against all forms of discrimination;
- the International Covenant on Civil, Political, Economic, Social and Cultural Rights;
- applicable national and international legislation;
- Italian Legislative Decree 81/2008;
- EU Regulation 679/2016 (GDPR);
- Italian Legislative Decree 152/2006 and subsequent amendments;
- Italian Legislative Decree 231/2001 concerning corporate administrative liability;
- OECD Due Diligence Guidance for Responsible Supply Chains;
- United Nations Agenda 2030 Principles;
- the codes of ethics of its customers and international networks;
- internal requirements established within company regulations.

The implementation and maintenance of the Integrated Sustainability Management System pursue the following objectives:

Quality, Sustainability and People:

- preventing situations that may infringe human rights;
- increasing the efficiency of the organisational structure and supply chain;
- promoting a culture of sustainability through training, engagement and empowerment of personnel;
- fostering work-life balance policies;
- ensuring a stimulating working environment focused on professional growth;
- supporting social and solidarity initiatives;
- disseminating sustainability principles among all interested parties;
- achieving and enhancing customer and stakeholder satisfaction;
- providing reliable, safe products that comply with applicable requirements;
- reducing non-conformities and complaints;
- systematically monitoring business processes and costs in order to support development and continuous improvement.

Environmental Commitments:

Morocolor Italia S.p.A. is committed to environmental protection, pollution prevention and the continual improvement of its environmental performance through:

- eliminating or reducing risks to people and the environment;
- continuously monitoring significant environmental aspects and impacts;
- planning for and managing environmental emergencies;
- responsibly managing waste by prioritising prevention, recovery, reuse and recycling over disposal;
- conserving natural resources through waste reduction, process efficiency improvements and consumption optimisation;
- ensuring the sustainable use of natural and energy resources by promoting circular economy principles;
- assessing environmental aspects by considering the product life cycle perspective;
- evaluating the effects of climate change on the organisation and the organisation's contribution to climate change, promoting mitigation and adaptation actions;
- protecting biodiversity and safeguarding ecosystems by promoting behaviours and processes aimed at preserving natural heritage;
- preventing environmental degradation and promoting, where technically and economically feasible, environmental improvement and restoration initiatives;
- reducing environmental impacts associated with its activities, products and services;
- raising awareness among employees, collaborators, suppliers and stakeholders regarding behaviours aimed at environmental sustainability, protection of natural resources, biodiversity and ecosystems;
- transparently communicating its environmental performance to interested parties;
- complying with all applicable compliance obligations and voluntary commitments undertaken.

Morocolor Italia S.p.A. further commits to:

- providing the resources necessary for the implementation of this Policy;
- defining measurable objectives consistent with the organisational context;
- supporting the continual improvement of the Integrated Management System;
- clearly communicating to the organisation all legal requirements, customer requirements and voluntary commitments;
- ensuring the availability of resources necessary to achieve established objectives;
- periodically verifying the effectiveness and adequacy of the Integrated Management System;
- periodically analysing the organisational context, interested parties, internal and external risks and opportunities, including relevant environmental conditions, the availability of natural resources, climate change, biodiversity and ecosystem health, in order to identify actions for the continual improvement of the Sustainability Management System;
- promoting sustainable growth capable of generating economic, social and environmental value.

The Company requires employees, collaborators and suppliers to comply with the principles of social accountability relating to:

- child labour;
- voluntary employment;
- health and safety;
- freedom of association;
- discrimination;
- disciplinary practices;
- working hours;
- remuneration.

We dream of creating, with our colours, a beautiful picture of our World: clean waters, clear skies, flourishing nature, protected biodiversity, preserved ecosystems and people growing together in respect for the environment. This is what SUSTAINABILITY means to us.

Campodarsego (PD), 06/05/2026

Management:

Koici Tschang, Marco Moro, Anna Maria Moro, Francesco Veronese, Flavio Falasco

REPORTS, SUGGESTIONS AND COMPLAINTS:

Please note that **REPORTS, SUGGESTIONS OR COMPLAINTS** may be submitted through the following channels:

- Through the reporting link available on **INAZ**;
- Through the SA8000 Certification Body: **TÜV ITALIA**, at the following address:
<https://tuvsud.segnalazioni.net/>
(TÜV Italia S.r.l. – Viale Fulvio Testi 280/6, 20126 Milan, Italy – Tel. +39 02 24130.1);
- Through the SA8000 Accreditation Body: **SAAS – Social Accountability Accreditation Services**, via email at:
saas@saasaccreditation.org
(SAAS – Social Accountability Accreditation Services, c/o 9 East 37th Street, 10th Floor, New York, NY 10016, United States of America – Phone: +1 212 391 2106 ext. 223 / ext. 204).

All complaints and suggestions are handled with the utmost confidentiality and, where requested, anonymity is guaranteed.

Reports and/or complaints will be taken into charge by the Social Performance Team within three (3) days from the date of receipt.