Viale Papa Giovanni XXIII, 12
20050 Liscate (MI)
Italy

MULLER&KOSTER
FRAGRANCES AND FLAVOURS

+39 02 9565611
info@mullerk.it
www.mullerkoster.com

# Corporate Sustainability Policy

## Integrated Quality, Environment and Safety Policy

Muller & Koster, for over seventy years a point of reference for Fragrances and Essential Oils in Italy and around the world, has always been oriented towards fully satisfying its customers according to the Vision: **Fragrances Good for you, your skin and the planet**, implemented in 2023 an Integrated Quality, Environment and Safety Management System (compliant with the international standard ISO 9001:2015, ISO 14001:15, and ISO 45001:18) aimed at promoting sustainability according to the principles of the 2030 Agenda for Sustainable Development and is committed to:

- Consider human resources as an indispensable element for one's existence and a critical factor to compete successfully on the market. Offering working conditions that respect personal dignity, human rights, equal opportunities and a professional, participatory and safe working environment, protecting relationships that are based on the values of fairness, transparency, freedom, loyalty and trust and eliminating dangers and reducing risks in the workplace;
- encourage the participation and consultation of workers and their representatives, according to their duties and competences, in achieving the quality, safety and environmental objectives assigned, ensuring that all personnel act, as far as they are competent, in accordance with the company system so that responsibility for the management of the System concerns the entire company organization, from the Employer to each worker;
- guarantee information on company risks and environmental impacts and aspects disseminated to all workers, carrying out and updating their training with specific reference to the task performed, to encourage individual and collective growth of workers;
- ensure the consultation and participation of workers, including through the workers' safety representative, on aspects of safety and health at work;

- satisfy the customer with a high quality product that respects the principles of sustainability and an efficient, fast and proactive service according to the main international regulations and Good Manufacturing Practices for the production of cosmetic ingredients

- decisively adopt a policy of sustainability and environmental protection, providing safe and healthy working conditions for the prevention of injuries and illnesses of workers, pursue the continuous improvement of environmental performance and prevent pollution through defined, clear and shared procedures that guide operational activities to ensure proper management of the significant aspects identified;

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- minimise and optimise the impact that its activities generate on the environment - directly and indirectly - in the short and long term, and to constantly monitor risk factors related to environmental aspects. Committing to promoting these practices and principles also with collaborators, sales officers and suppliers;
- have a solid and efficient structure that aims to coordinate and oversee ESG strategies and support the Management in defining policies and strategies; define social and environmental guidelines; draw up multiannual action plans and monitor their implementation; support training and communication activities on social and environmental issues.

ensure that corporate policy and objectives are understood, implemented and maintained at all levels;

promote the continuous improvement of the management system.

The contents and objectives of principle of this policy are subject to management reviews, at which time specific objectives and improvement programs are defined.

Liscate, 01/10/2023

Muller & Koster S.p.A.
Consigliere Delegato

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20050 Liscate (MI)
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# SUSTAINABILITY POLICY

of Muller & Koster S.p.A.

## PEOPLE

The Company considers human resources as an indispensable element for its existence and a critical factor for competing successfully on the market. It is committed to offering working conditions that respect personal dignity, human rights, equal opportunities and a professionalising, participatory and safe working environment, protecting relationships that are based on the values of fairness, transparency, freedom, loyalty and trust.

## PRODUCTS & INNNOVATION

The Company is committed to satisfying the customer with a high quality product that respects the principles of sustainability and an efficient, fast and proactive service according to the main regulations International standards and Good Manufacturing Practices for the production of cosmetic ingredients;

## ENVIRONMENT

The Company undertakes to minimize and optimize the impact that its activities generate on the environment - directly and indirectly - in the short and long term, and to constantly monitor the risk factors linked to environmental aspects. The Company is committed to promoting these practices and principles also with collaborators, commercial officials and suppliers.

## GOVERNANCE

The company has a solid and efficient structure which aims to coordinate and monitor ESG strategies and support the Management in defining policies and strategies; define guidelines on social and environmental matters; develop multi-year action plans and monitor their implementation; support training and communication activities on social and environmental issues.

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