

Our values shape how we act both within and outside the Company and are the foundation of our success in the communities where we operate. In response to an ever-evolving market, the need to rethink how we work and to grow in partnership—not in isolation—while nurturing exceptional talent has driven us to define a set of values that guide us daily and to formalise them in this policy.

DAVINES S.p.A. considers the health and safety of its personnel to be essential goals and has integrated them into all its activities related to the production and marketing of cosmetics, personal care, hygiene and beauty products, and decorative cosmetics under two distinct brands—Davines (haircare) and [Comfort Zone] (skincare).

The Company regards the use of financial, technological and professional resources dedicated to protection from occupational risks as a productive investment and a concrete, clear expression of its commitment to continuous improvement in the name of sustainability and climate protection.

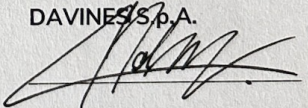
By committing to maintaining an effective and standards-compliant occupational health and safety management system, the Company aims to produce and distribute products that are safe for customers and meet the highest quality standards. The Organisation also aims to minimise, where technically feasible and economically sustainable, any risks to the health and safety of its personnel, contractors and visitors, and to achieve the above-mentioned objectives by:

- Ensuring that all activities are carried out in compliance with current legal requirements and any voluntary commitments.
- Achieving measurable results concerning process performance and effectiveness, through the definition and ongoing monitoring of objectives and targets for safeguarding employee health and safety.
- Making every effort, in organisational, operational and technological terms, to prevent accidents (including road accidents involving travelling staff), occupational injuries, and work-related illnesses.
- Involving and consulting all staff on the company's initiatives to eliminate and reduce workplace risks, encouraging safe and proper operating practices and the use of personal protective equipment.
- Taking all necessary steps to prevent—or, if necessary, address—any complaints related to product quality or detected non-conformities, through constant monitoring throughout the entire production process.
- Ensuring that the system is supported by regular and systematic information, training, instruction, and awareness-raising activities for all employees, collaborators, suppliers, contractors, and visitors.
- Guaranteeing regular reviews of both this policy and the management system, to ensure they are always current and appropriate to the Company's reality and the context in which it operates, and that they meet the needs and expectations of all stakeholders.
- Ensuring that this Policy and the related management system are understood, implemented, and upheld at all levels of the organisation.
- Ensuring that this document is made externally available and is communicated to all those working for the organisation, such as contractors and suppliers.

Compliance with the above principles is evidenced by the achievement and maintenance of the following certification:

- Health and Safety, according to the UNI EN ISO 45001:2023 standard.

Anthony Molet
Employer
DAVINES S.p.A.



Parma, 05/06/2024