

QUALITY, ENVIRONMENT, HEALTH AND SAFETY POLICY

Arexons S.p.A. was born in 1925 to develop, produce and market products intended for car maintenance. In over 95 years of activity, Arexons has expanded its expertise to the world of motorcycles, to maintenance in the industry and to the home and DIY sector.

Arexons' mission is to offer its customers a complete experience as a leader: through its technical and commercial know-how and its design and design experience, it provides products of the highest quality and high performance, protecting the environment and the right to the health and safety of its collaborators, employees and interested parties, safeguarding their safety.

The products that Arexons manufactures and sells take care of a part of the goods dearest to us, such as cars and motorbikes, industrial machinery and surfaces of all kinds, making daily maintenance easier and safer and preserving them in the time performance and value. Arexons puts its customers at the center of its universe, understanding their different needs and specific needs:

- Mechanics, body builders, tire specialists, service station managers and car washes are interlocutors who rely on Arexons to offer the best performance and consolidate the trust of their customers;
- Professionals and operators in industrial maintenance, on construction sites, motorsport and in the most advanced sectors of the automotive compartment constantly need cutting-edge solutions to compete on international markets;
- Craftsmen, plumbers, maintenance technicians and hobbyists ask for top professional results with reliable, easy to use and safe products.

Arexons has implemented and kept active the Integrated Quality, Environment, Health and Safety Management System, based on the ISO 9001: 2015, 14001: 2015 and ISO 45001:2018 certification standards, also implementing the guidelines on QHSSE of parent Company, Petronas Lubricants International bhd, and national and international bodies and authorities.

Taking into account the type of its products, the nature and extent of its health and safety risks and its environmental impacts, the Top Management wanted, organized and defined a structure responsible for the implementation and verification of the own management systems, making available all the necessary resources.

The values and inspiring principles of Arexons, in order to guarantee the pursuit of the company's objectives and strategic guidelines regarding quality, protection of the environment and health and safety are:

- Always keep a product portfolio with high technological value updated.
- Innovate products both from the formulation point of view and from the production process.
- Maintain a constant collaboration relationship with important technological partners.
- Offer specialist technical advice geared to the customer user.
- Meet the expectations and needs of customers through compliance with applicable technical, commercial and legal requirements, guaranteeing an excellent level of total service.

- Compliance with current legislation and other provisions applicable to the Company or voluntarily signed by it.
- Environmental protection.
- The commitment to the continuous improvement of its performance, regarding to the prevention of accidents and occupational diseases, eliminating risk and reducing the dangers, as well as the prevention of pollution and the consumption of natural resources.
- The commitment to creating a "culture of safety and respect for the environment" in the people who work in and on behalf of Arexons, as the effectiveness of the systems and the implementation of the policy necessarily pass through the commitment and everyone's responsibility.
- The commitment to consultation and participation of workers.

The pursuit of objectives and improvement targets takes place through:

- The drafting of strategic-operational plans that identify company objectives by ensuring the resources and investments necessary to achieve them.
- The definition of mutual, hierarchical and functional responsibilities and relationships of all staff.
- The identification of business processes and their control through continuous monitoring and the use of measurable indicators, systematically communicating information on their performance in terms of quality, environment, health and safety.
- The training and empowerment of all staff and the awareness of suppliers and collaborators, aimed at making people aware of the quality, environmental and health and safety aspects associated with their activities.
- The implementation and dissemination of improvement plans.
- The evaluation of danger factors and environmental impacts during the planning of new activities, processes, products or their significant changes.
- The protection of the health and safety of workers, ensuring conditions of physical, mental and social well-being.
- The commitment to take care, through its products, not only of the goods but also of the people and the environment around us. Arexons, with shared responsibility and a dedicated interdisciplinary team, launched the "GO GREEN - The Green Care Company" project. The challenge is to reach concrete goals in terms of sustainability by 2025, creating a more environmental-friendly production.
- The continuous dialogue with internal and external stakeholders, the awareness and involvement of its shareholders, workers, suppliers and customers on issues relating to the Quality, the Environment, the Health and Safety.

Arexons undertakes to disseminate this Policy to the whole staff working for the organization, by posting it in the common areas, by consulting the document on the company network, making it available on the company website and to all stakeholders who request it.

The Company Management undertakes to review the contents of the Policy annually in order to ensure its adequacy.

Cernusco Sul Naviglio, 31st March 2022



Mario Patrick Parenti
MD/CEO, Arexons S.p.A.



BASIC PERSONAL PROTECTION EQUIPMENT (PPE) POLICY (Safety shoes, eye protection glasses and workwear or high visibility vest)

Arexons S.p.A. guarantee the right to health and safety for all its employees and external parties.

For this reason, the company assesses all risks relating to the health and safety of workers by examining the processes, the places of work, equipment used, by ensuring all the necessary preventive measures and, for the residual risks, the correct use of personal protection equipment.

Specific PPE for every role has been identified within Company Risks Assessment "Documento di Valutazione dei Rischi".

Furthermore, a basic PPE kit has been identified (safety shoes, eye protection glasses and workwear or high visibility vest). Such PPE are to be worn, in the following areas regardless of the activities performed. Basic PPE shall be used in the following areas:

- Production departments;
- Logistic departments (warehouses);
- Outside courts;
- Maintenance departments (technical room, workshop);
- R&D Laboratory;
- Quality Control laboratory.

This rule does not apply for pedestrian transit on routes protected by physical barriers.

The management encourages the spread of a risk aware culture to all employees and foster responsible behaviour across the whole company.

The management also encourages all personnel to extend risk awareness to all external parties and encourage responsible behaviour.

Cernusco Sul Naviglio, 31st March 2021

Mario Patrick Parenti
MD/CEO, Arexons S.p.A.



SUBSTANCE MISUSE POLICY

Arexons S.p.A. is committed to provide a substance misuse-free workplace as substance misuse will impair employees' work performance and the safety of one's self and others, which can be a threat to health, safety and environment.

It is company policy that the unauthorized consumption, possession, distribution, purchase or sale of any Substance of Misuse, or being under the influence of any such Substance of Misuse either within its premises, or while performing work and/or business for or on behalf of Arexons S.p.A. is prohibited.

Arexons S.p.A.:

- Shall promote awareness on the hazards associated with substance misuse.
- Implements a control program in accordance with regulatory requirements.

Arexons employees who breach the mentioned rules are subjected to the sanctions provided by articles 38, 39, 40 of the CCNL (National Labor Contracts) for Chemical Industries.

Arexons S.p.A. contractors and sub-contractors and their employees, as well as third parties who breach any provision of this policy shall be barred from working or visiting any premises for a duration at the Company's sole discretion.

Arexons S.p.A. shall, at its discretion, facilitate appropriate assistance to employees who voluntarily disclose that they are under the influence of a particular substance of misuse.

Arexons S.p.A. requires its employees, contractors and sub-contractors and their employees, as well as third parties within its premises to adhere to this policy at all times.

Under this policy, "substance of misuse" includes any illegal drugs, alcoholic beverages containing ethanol, legal psychoactive drugs contained or used without legal prescription, and legally prescribed psychoactive drugs consumed beyond their therapeutic or prescription uses.

Cernusco Sul Naviglio, 31st March 2022

Mario Patrick Parenti
MD/CEO, Arexons S.p.A.