



ISAGRO QUALITY MANAGEMENT SYSTEM POLICY

Company background

Isagro S.p.A., a Company of GOWAN group, is active in research, synthesis of active ingredients for use as fungicides and in the production of agrochemicals and products for agricultural use on behalf of the legal entities of GOWAN group and for third party customers.

To guarantee the satisfaction of its Customers and, more generally, of the personnel and other interested parties has defined the following reference principles for the Quality Management System:

- ✓ Focused attention to the satisfaction and needs of Customers and engagement with all stakeholders;
- ✓ Process approach;
- ✓ Leadership;
- ✓ Evaluation of risks and opportunities;
- ✓ Involvement of staff and stakeholders;
- ✓ Continuous improvement of internal processes, services and products for customers

Isagro S.p.A. is inspired by Gowan group's characteristic DNA values of the parent company GOWAN Company:

- Passion for the development of sustainable agriculture (investment and deep respect for science);
- Relationships (Family Company, alliances and partnerships);
- Resourcefulness (with celebration of creativity and based on 'muddy boots' approach);
- Tradition and Innovation (based on internal growth and with a realistic long-term perspective).

Isagro S.p.A. has installed an ISO 9001:2015 Management System at the production sites (in Adria, Aprilia, Bussi, and Novara); at the Research Centre in Novara and Galliera; and for the Management of supply chain activities and support functions (HR, IT, QHSE) at the Milan site.

Each operational site, operating in its own sphere, in compliance with the national regulatory framework and EU Regulations, pursues:

- The improvement of overall performance, in terms of service and product provided;
- The improvement of environmental performance, both business and product;
- technological and economically sustainable development in the chemical sector, in compliance with EC Regulation No. 1907/2006 as amended (REACH) and EC Regulation No. 1272/2008 as amended (CLP);
- the highest levels of occupational safety and strict compliance with international and national regulations on human rights, labor law, environmental sustainability (including aspects related to climate change), through a continuous process of regulatory updating and assessment of applicability and impacts (risks and opportunities) to the organization.

Strongly convinced of the possible efficient and effective integration of Quality, Environmental, and Safety Management Isagro SpA has undertaken a path of progressive extension to the UNI EN ISO 14001 and 45001 standards, which, based on the principles of the ISO 9001:2015 edition (the so called *risk based thinking*), allows us to better identify the context of the organization, to monitor any changes, to guarantee the correct consideration of the needs of new interested parties, and to assess with a standardized method the risks and opportunities connected to each process.

Finally, we support and believe in ethical values, through transparent and fair relationships with customers, suppliers and internal staff.

Isagro believes that the awareness, information, education and training of all personnel, extended to safety and emergency Management, is essential to ensure the proper functioning of an integrated Management System; therefore, we periodically hold meetings with employees and collaborators and verify their effectiveness.

Customer and stakeholder focus

The organization is committed to supporting GOWAN in understanding its Customers' needs and the potential of its target markets.

Process approach

The Company manages its activities as interconnected processes that are planned, monitored, and continuously improved. This approach optimizes the use of resources by clearly defining objectives, responsibilities, and the allocation of resources.

Leadership

The Management assumes overall accountability for the effectiveness of the Quality Management System, ensuring it is used as a strategic tool to drive improvement and align with the GOWAN Group's goals.

Risk and opportunity assessment

The organization assesses its processes with a risk-based thinking approach in order to prioritize its improvement plan, through

- assessing and managing the risks associated with its processes;
- identifying and developing the opportunities identified

The organization promotes at all levels an appropriate sense of proactivity in managing its risks and opportunities.

Involvement of personnel

The Management, through its Managers, promotes the development of internal professionalism through information/education/training paths, to enhance and motivate human resources.

It is also aware that the involvement of personnel and their active participation, is a primary strategic element fundamental to the definition of improvement objectives.

Continuous improvement

The organization commits to the continuous improvement of its performance in processes, products, and services to remain a benchmark within the GOWAN Group.

The Management of process-related risks and opportunities, the Management of new local projects coordinated by the group leader and the Management System Review are the tools that the Management puts in place to ensure continuous improvement.

Management undertakes to ensure the dissemination of this document Involvement of personnel and other interested parties.

Milan, 09/09/2024



General Manager

Ing. R. Bonetti