
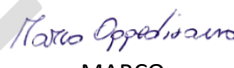
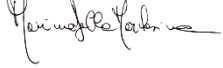


**POL 01**  
**ENVIRONMENTAL**  
**POLICY**

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## 1. Purpose and Scope

This Environmental Policy outlines Pink Frogs Cosmetics' commitment to environmental protection and the sustainability of its operations.

It applies to all business operations conducted at the organization's headquarters and production facilities, as well as to related activities, including those outsourced to third parties.

Pink Frogs recognizes its environmental responsibility throughout the entire supply chain and is committed to minimizing the negative environmental impacts resulting from its production processes, resource consumption, and waste management.

## 2. Commitments and Principles

Pink Frogs Cosmetics is committed to conducting its business in an environmentally responsible manner, promoting an approach focused on pollution prevention, efficient use of resources, and continuous improvement of environmental performance.

In particular, the company is committed to:

- Complying with all applicable national and EU environmental regulations governing its operations.
- Gradually reducing the environmental impact of its production processes, with a particular focus on energy and water consumption, waste management, and the reduction of air emissions and air pollution.
- Promote sustainability throughout the supply chain by raising awareness and engaging suppliers on relevant environmental issues.
- Encourage reuse, recycling, and proper waste management.
- Continuously monitor and improve its environmental performance, including through employee engagement and the promotion of responsible behavior.
- Raise awareness among internal staff regarding the importance of environmental issues through informational initiatives and ongoing communication.

## 3. Roles and Responsibilities

To ensure the effective implementation and compliance with this Policy, Pink Frogs Cosmetics assigns specific roles and responsibilities to the following individuals:

- **Management:** is responsible for this Environmental Policy, approves its content, and ensures its implementation within the organization, integrating its principles into the corporate strategy.
- **Sustainability Department:** supports Management in defining operational activities, proposing environmental objectives consistent with the stated principles, and monitoring environmental performance.

- **Operations Department:** collaborates with the Sustainability Department in implementing the activities identified to achieve the objectives.
- **Purchasing Department:** monitors suppliers' compliance with the policy, incorporating it into the evaluation and selection processes
- **Quality Department:** is responsible for verifying that the environmental policy and procedures comply with relevant standards (ISO 14001). It supports the Sustainability Department in monitoring data and coordinates internal audit activities to ensure continuous performance improvement.
- **All employees and contractors:** are required to contribute to the implementation of the Environmental Policy through responsible behavior in line with company procedures, and to report any critical issues or opportunities for improvement.

#### 4. Key actions and practices

To put its stated environmental principles into practice, Pink Frogs Cosmetics has adopted a series of operational practices aimed at preventing environmental impact and continuously improving its performance:

- **Responsible resource management:**  
the company constantly monitors and optimizes its consumption of energy, water, and raw materials, promoting efficiency in production processes and adopting sustainable technical solutions wherever possible.
- **Waste reduction and proper management:**  
particular attention is paid to recycling, minimizing production waste, and promoting reuse and recycling practices within the facility.
- **Sustainability throughout the supply chain:**  
Pink Frogs Cosmetics promotes responsible behavior among its suppliers as well, encouraging adherence to sustainable environmental practices and requiring compliance with the Supplier Code of Conduct.
- **Adoption of environmental certifications:**  
The company is committed to maintaining and updating its primary environmental certification (ISO 14001) as a tool for monitoring and ensuring the effectiveness of its environmental management system.

#### 5. Monitoring and Continuous Improvement

Pink Frogs Cosmetics considers continuous improvement to be a guiding principle of its environmental management.

For this reason, the company has implemented a structured system to periodically monitor its environmental performance and identify opportunities for improvement.

Monitoring activities include:

- The collection and analysis of environmental data related to energy and water consumption, waste generation, and other significant variables.
- Periodic verification of compliance with applicable environmental regulations.
- Conducting internal audits in accordance with the ISO 14001 management system.
- The establishment and periodic review of measurable environmental objectives.

In pursuit of these commitments, the following specific objectives have been established:

Objective: Measure Scope 1, Scope 2, and relevant Scope 3 greenhouse gas emissions by 2035.

Indicator: Direct and indirect greenhouse gas emissions (tonnes of CO<sub>2</sub> eq)

Verification method: Data collection and reporting using methodologies compliant with the Greenhouse Gas Protocol (GHG Protocol), following a materiality analysis to identify the most significant value chain categories (Scope 3) for the organization.

Objective: Improvement in the sorting of mixed waste.

Indicator: Percentage of mixed-material packaging out of total waste generated (excluding liquid waste).

Verification method: Collection and analysis of data through waste forms and reports from authorized operators; annual review.

Objective: Ensure that 90% of strategic suppliers<sup>1</sup> have signed the Supplier Code of Conduct by 2030, including with regard to environmental commitments.

Indicator: Percentage of strategic suppliers who have signed the Code of Conduct.

Verification method: Collection of signed declarations and tracking in a dedicated register.

Note: If a supplier does not sign the Supplier Code of Conduct due to its own internal policies, equivalent documentation (e.g., the supplier's code of ethics or code of conduct) may be accepted, provided that it includes principles and requirements consistent with those required by Pink Frogs Cosmetics. Such documentation is evaluated internally to verify its compliance with company standards.

Objective: To maintain and keep up to date the relevant environmental certification, namely ISO 14001.

Indicator: Validity status of the ISO 14001 certificate and successful completion of annual audits.

Verification method: Review of the results of surveillance and renewal audits conducted by the accredited certification body; verification of the expiration date on the official certificate; and analysis of any non-conformities identified during the audits.

## 6. Regulatory and documentary references

This Policy complements and refers to the following documents and regulations:

<sup>1</sup> Strategic suppliers: external partners selected based on volume, process complexity, supply chain criticality, or impact on product compliance and safety.

- Current environmental regulations at the national and EU levels (e.g., Legislative Decree 152/2006, "Consolidated Environmental Act").
- Directive 2008/98/EC on waste (transposed by Legislative Decree 116/2020).
- ISO 14001: Environmental Management System.
- United Nations Global Compact (UNGC) principles regarding the environment.
- ISO 14001 Environmental Management System Manual.
- Code of Ethics.
- Supplier Code of Conduct.
- Sustainable Procurement Policy.

Pink Frogs Cosmetics is committed to keeping these references up to date in line with regulatory developments and industry best practices.

## 7. Entry into force

This Environmental Policy was approved by Management on 06/05/2026 and takes effect as of that date.

The policy is communicated internally through publication on the company's shared folder and by posting it on internal bulletin boards. Additionally, it will also be made available on the company's website to ensure that customers, partners, and suppliers can access it.

Any revisions to this policy will be approved by Management and promptly communicated to the relevant internal and external stakeholders.