

## Integrated Business Policy.

Listening to the Past for a Responsible Future.

We strive for excellence starting from raw materials, supported by our valuable collaborators and cutting-edge processes, to share our expertise with the world.

The development milestones have been established in the Strategic Sustainability Plan “**De Rerum Natura – The Nature of Things**” making them proactive and encouraging continuous improvement in every corporate area.



The organization commits to providing the necessary technical, economic, and professional

resources to achieve the goals of the integrated policy

This policy is disseminated at all levels, and it is everyone's responsibility to actively collaborate within their competencies to improve the management of environmental aspects. The company pledges to strictly comply with all applicable environmental, social, and labor regulations, ensuring baseline compliance in all its activities.

We guarantee that every business action and decision aligns with the principles and standards defined in our code of ethics, reflecting our commitment to conducting business responsibly and transparently.

### **Materia – Product**

Commit to obtaining and maintaining internationally recognized certifications to ensure the sustainability and quality of products.

Ensure that materials used in production are sourced sustainably and responsibly, favoring suppliers who adopt green procurement practices and have environmental certifications.

Promote product ecodesign to reduce environmental impact throughout the life cycle by incorporating eco-efficiency criteria and using recyclable or biodegradable materials.

Adopt circular economy principles to reduce waste, promote reuse and recycling, and ensure product durability.

Ensure the traceability of raw materials to confirm sustainable sourcing.

Commit to producing products that meet or exceed customer expectations in terms of quality, safety, and performance.

### **Opificium – Production**

Optimize production processes to reduce resource waste, improve efficiency, and minimize environmental impact.

Ensure a safe and respectful work environment for all employees, promoting gender equality, dignity, and non-discrimination.

Implement traceability systems to monitor and manage resource use and ensure respect for human rights along the supply chain.

Assess and monitor the environmental impact of purchasing decisions using specific performance indicators to evaluate the effectiveness of green procurement in reducing the company's overall ecological footprint.

Collaborate with suppliers to promote sustainable practices along the supply chain and ensure the quality and sustainability of materials used in production.

Commit to maintaining and improving our level of implementation of the CHEM 4sustainability® protocol to manage the risk associated with the use of chemicals by structurally implementing the MRSL ZDHC ([www.roadmaptozero.com](http://www.roadmaptozero.com)).

### **Natura – Environment**

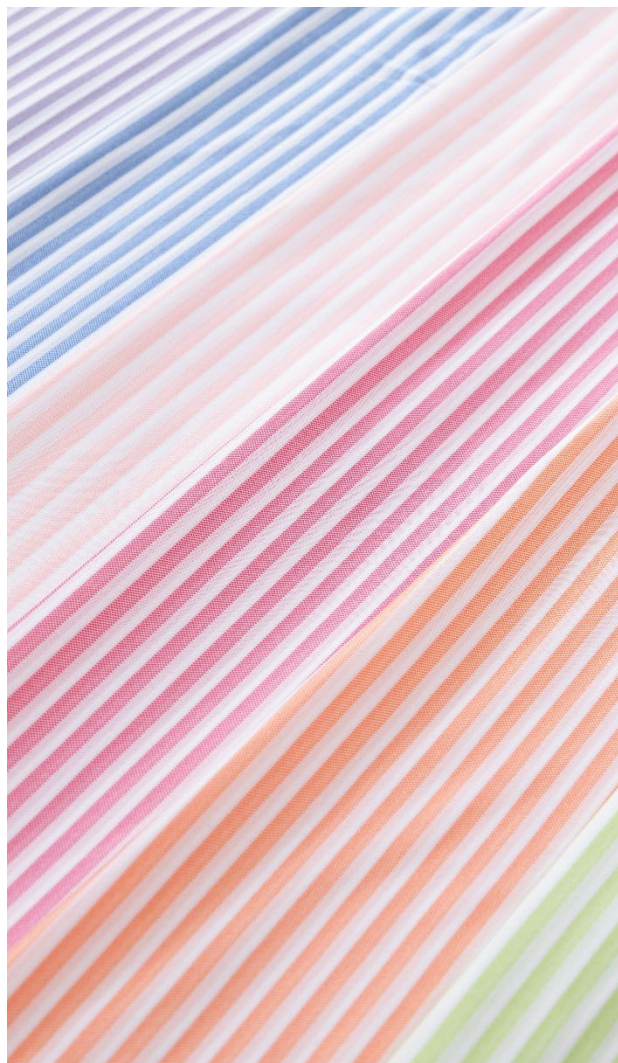
Minimize the environmental impact of business activities through energy savings, sustainable resource management, and the reduction of greenhouse gas emissions.

Preserve and protect biodiversity in the environments where the company operates by adopting responsible land management practices.

Promote the adoption of ecodesign and traceability practices to reduce the use of non-renewable resources and minimize waste during the production process.

Implement environmental management systems to monitor and assess the environmental impact of business activities.

Ensure that suppliers comply with environmental regulations and adopt practices that promote biodiversity conservation, contributing to the achievement of green procurement objectives.



### **Umanis Opibus - Human Resources**

Foster an inclusive work environment, respecting gender equality and ensuring the physical and mental well-being of employees through support programs and continuous training.

Commit to promoting gender equality within the organization, ensuring equal opportunities for growth and professional development for all employees regardless of gender.

Consider environmental respect as an integral part of employee well-being, promoting environmental awareness and eco-sustainable behaviors within the organization.

Support employee well-being by promoting a healthy work-life balance and offering programs to support mental and physical health.

Foster an inclusive and diverse work environment that respects individual differences and values employees' unique perspectives.

Promote the development of employee skills and careers through training, mentoring, and professional growth opportunities.

## **Communitas – Community**

Collaborate with local communities, non-governmental organizations, and other stakeholders to address social and economic challenges, actively contributing to improving living conditions and promoting sustainable development.

Demonstrate a tangible commitment to corporate social responsibility through volunteer initiatives, donations, and sustainable development projects.

Collaborate with suppliers and other stakeholders to develop and implement shared green procurement policies, promoting the adoption of sustainable standards and practices throughout the supply chain, thus creating a more responsible and environmentally respectful supply chain.

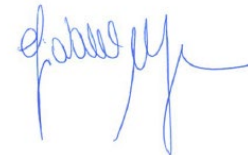
Communicate transparently about efforts and achievements, engaging communities and stakeholders to increase awareness and understanding of the benefits of sustainable and responsible production.

*Occhieppo Superiore, 06/03/2024*

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