

INTEGRATED POLICY OF QUALITY, SOCIAL, ENVIRONMENTAL AND ENERGY ACCOUNTABILITY

(All. 06 MQ.rev.05 del 03/07/2023)

Growth, transparency and sustainability are what in which we would like to distinguish ourselves, basing our strategies on the belief that ethic and profit cannot be in contrast. In fact, there is no long-term economical development disconnected with the social and environmental one.

Inspiring to and aligning with the Sustainable Development Goals, we commit to transparency towards the market and to contribute to the generation of a global positive change, undertaking a clear environmental and social responsibility, also for the quality of the product.

Fully aware that the sustainability goals implementation is uniquely possible with a collaborative approach we constantly search for partnership with entities sharing the same attention for environmental and people protection and innovation-oriented values.

The quality of the product and the respect of ethical principles of social and environmental responsibility are for us core values that we intend to achieve through:

- ✓ the understanding of the demands of the organizational context in which we operate, in order to meet the expectations of the Customer, of our staff and other stake-holders;
- ✓ the research of the quality in our yarns, which are steadily subjected to controls that provide the objective evidence of the quality of the final product;
- ✓ the preparation of our staff, to whom we want to provide continuous training and updating, in order to promote research and innovation and constantly looking for partners and suppliers sharing the same values and strategic goals in terms of quality and attention to people and environment, able to answer to increasingly challenging market demands;
- ✓ the creation of a climate of fruitful cooperation and harmony among the personnel and a right level of awareness about company's will to produce "quality" in respect of the principles of social and environmental responsibility;
- ✓ the respect of legal, technical and contractual laws and the principles of the UNI EN ISO 9001, 50001 ed SA8000
- ✓ the respect of the international standard SA8000's ethical principles:
 - no use or support of child labour;
 - n no use or support of forced or compulsory labour;
 - provide a safe and healthy workplace;
 - respect the right to form and join trade unions and to bargain collectively;
 - no discrimination based on any form and prohibit any unethical behaviour;

- treat all personnel with dignity and respect and zero tolerance of any form of abuse or violence of the collaborators;
- respect the remuneration and the working hours, complying with the collective labour agreement

principles recalled and subscribed in detail in the “documentation of the policies and procedures for social responsibility” which is an integral part of this policy,

- ✓ the reduction of the environmental impact of our activity in terms of consumption of resources in production processes and environmental protection, through the pursuit of the following macro-objectives:

- periodically share the results achieved and the new improvement objectives defined with the stakeholders;
- search for production and management solutions providing a higher production processes effectiveness in order to reduce and/or minimize energy and water and CO2 emissions in the atmosphere;
- adopt a chemical management system and implement the ZDHC MRSL (www.roadmaptozero.com) aimed at eliminating chemical substances harmful to humans and for the environment, within the production processes and along the supply chain;
- correctly and responsibly manage waste coming from the production process;
- consider partners of the district as a priority, in order to minimize the environmental impacts associated with the handling of materials along the production cycle;
- search for and prefer solutions for reducing waste production reduction and/or increasing reuse and recycling practices;

- ✓ the use of a strategy based on improving energy performance, implementing an Energy Management System that highlights its commitment to:

- strengthen the awareness of the Management itself and all collaborators regarding the importance of the efficient and correct use of the energy resource;
- comply with its compliance obligations, consisting of legal requirements and other commitments signed in the energy sector;
- promote the rational use of every energy source, minimizing waste and the impact on consumption associated with its processes and products;
- incentivize the supply of energy efficient products and services with less impact on the environment, considering energy consumption as a key factor in the design of new processes and installations;
- seek continuous improvement of the energy management system and energy performance;
- involve other interested parties such as suppliers, collaborators and customers themselves so that they support the achievement of common well-being objectives with their actions;
- make use of adequate energy supplies at the most advantageous prices;
- establish objectives consistent with the commitments set out here in order to be able to measure the level of implementation;
- guarantee the availability of information and human, economic and technological resources adequate to achieve the set goals;

- constantly monitor energy performance in order to build and refine indicators useful for projects and initiate effective corrective actions to deal with non-conformities and deviations from objectives.
- ✓ doing reasonable efforts in order to guarantee that these principles are shared and applied also by suppliers and sub-suppliers, according to our own possibilities and resources to influence these subjects,
- ✓ the steady improvement of the effectiveness and efficiency of the work organization, of the ability to satisfy the Customer's requests, of the managed processes and of our management system.

The company thereby activates for the disclosure of the entire content of this policy within the organization so that it is known and followed at all levels. At the same time all the tools have been prepared for the disclosure of these purposes to the external subjects with which the company comes into contact. Mainly customers and suppliers because directly connected to the manufacturing process also including reference associations, communities and public institutions in order to raise awareness towards sustainability issues.

The company policy document is made available to interested parties by publication on the company website and the System Manager is authorized to provide a copy to anyone who requests it.

The content of this Policy is subject to periodic re-evaluation to ensure that it continues to be representative of the will of Management and can guide company development

19th of February 2024