

LANZI GROUP

Sustainability and compliance policy

This document has been approved by the Board of Directors of Lanzi Srl. The Chairman of the Board of Directors, Luigi Lanzi is responsible for its implementation and is supported by the Compliance department. In order to ensure that it is easily accessible and available to its stakeholders, the Environment Policy is published on the company website www.lanzigroup.com (Governance).

LANZI Srl, a company established in Turin (Italy) in 1978 and operating both within Europe and outside Europe, is a company working on the design, direct manufacture, management of manufacture by third parties, and marketing of:

- Personal Protective Equipment (PPE), work clothing for industrial use and accident prevention material
- Electromechanical and electronic devices and apparatus for distribution, collection and management of materials and equipment in general

The guidelines that underpin LANZI are expressed in this Company Policy Document.

SUSTAINABILITY

At a time of major economic, technological, social and environmental changes, LANZI has decided to embark on an entrepreneurial development path leading to sustainable success by adhering to the Non-Financial Reporting Directive (NFRD) as provided for in Italian Legislative Decree 254/2016, with reference to the provisions set out in Art. 7 (Compliant voluntary declarations on non-financial topics) and in accordance with the sustainability indicators defined by the Global Reporting Initiative (GRI Standards) with the aim to:

- create shared and lasting value with all the stakeholders identified (shareholders, employees, suppliers, customers, financial institutions, the community...), and prioritise their needs and expectations in policy formulation and the attainment of goals
- make business decisions by analysing and evaluating all the possible (economic, social, environmental and legal) impacts they may have, and make responsible investments for effective financial management, fully in keeping with the objectives pursued and the sustainability choices made
- communicate the objectives, results and impacts of the decisions made, and the social and environmental activities generated by the organisation itself.

Sustainability becomes an all-encompassing dimension of the strategic and operational choices of LANZI, who finds in its **Sustainable Business Model** the tool for creating shared value.

COMPANY QUALITY POLICY

LANZI operates according to the guidelines of the UNI EN ISO 9001:2015 standard and its Quality Management System has been certified since 1996.

LANZI considers Quality and continuous improvement to be fundamental factors in all its activities, reflecting the unique way it manages the various processes within its organisation and the image of the Company in the eyes of its customers.

To achieve this objective, LANZI has developed an Integrated Management System, deployed as a set of objectives, organisational structures, accountability system, processes, means and resources to support the implementation of this Company Policy.

It has also adopted a system for monitoring business processes and related indicators in order to ensure their level of effectiveness and efficiency.

The Company Policy is based on the following guidelines:

- constant research and development of new products/services offered to the customer
- full compliance with international and national regulations to ensure products comply with required safety and reliability standards
- punctual deliveries and flexible logistics organisation
- continuous monitoring of customer satisfaction levels
- full accountability for all employees regarding the company's quality objectives, achieved through information and training activities, and applying a rewards system linked to performance assessments
- constant improvement of information systems, the level of company communications and the internal relations system
- careful selection and continuous monitoring of the Company's strategic suppliers
- involving its strategic suppliers in achieving the Quality objectives and therefore in the satisfaction of the end customer.

SOCIAL RESPONSIBILITY

LANZI considers Social Responsibility a determining factor in its mission and adheres to the principles and requirements of the UNI ISO 26000 standard, "Guidance on Social Responsibility".

Among its stakeholders, it recognises the community within the local environment it operates in and is committed both to its contribution to safeguarding local artistic heritage and partnering with local Schools and Educational Bodies to host interns and hire young people.

HUMAN RESOURCES

LANZI operates under fair market conditions, respecting the rights of the human person, with particular emphasis on the most vulnerable categories.

It fosters respect for the physical and cultural integrity of the individual in accordance with the UN Universal Declaration of Human Rights and undertakes to prevent any discrimination based on age, gender, sexuality, state of health, race, nationality, political opinions and religious beliefs; among other things, the Company considers the following of utmost importance:

- respect for the rights of individuals, protecting their moral integrity and ensuring equal opportunities
- fostering a company culture and operational method based on achieving organisational well-being in internal and external working relationships
- ensuring wage conditions consistent with the contractual provisions and the level of organisational responsibility for every employee
- encouraging work rhythms that are consistent with employees' personal and family needs
- punishing behaviour directed at violating the dignity of the individual that causes deliberate, intentional and thoughtless humiliation, particularly sexual harassment, bullying and discrimination.

LANZI recognises the particular importance of combating child pornography and, more generally, protecting children, adopting measures to oppose child labour.

In particular, it undertakes not to employ minors, in any capacity and under any contractual form (apprenticeship, traineeship, etc.).

Its mission to offer substantial volumes of high-quality products and services directly to industrial end users has allowed a flexible production and logistics supply chain to be developed, which can meet the demands of a constantly evolving market in a timely fashion. This has brought about the equally essential need to ensure that Customers can identify more competitive sources of supply in geographical areas with low labour costs. This has meant selecting and monitoring (through constant audits) Production Partners in Best-Cost Countries which can guarantee compliance with product specifications as well as sustainable environmental and social conditions on production sites.

Suppliers are required to: comply with the laws, regulations, customs and labour practices in force in their Country; prohibit any discrimination based on race, nationality, gender and religion when hiring Staff; prohibit the use of child labour or non-consenting prisoners in the performance of their activities. Strategic Partners are therefore required to operate in accordance with the principles described above.

ENVIRONMENT, HEALTH AND SAFETY (EHS)

Fully aware of the impact that its strategic decisions, activities and products may have on Environment, Health and Safety (EHS), over the years LANZI has integrated, maintained and improved a system certified under UNI EN ISO 14001:2015 (Environmental Management Systems) and UNI EN ISO 45001: 2023 (Occupational Health and Safety Management Systems).

ENVIRONMENT

Since the Company's activities do not involve emitting polluting substances into the air or discharging waste into the water system, LANZI operates in compliance with and promotes principles of environmental responsibility, precautionary principles, and environmental risk management. It ensures that the environment is safeguarded and protected and strives to continuously improve its own environmental performance, minimising risks relating to the activities it performs and the products/services it provides.

Specifically, LANZI acts to:

- use resources sustainably and constantly pursue targets to reduce its own energy consumption and the energy consumed by automated material management systems
- prevent pollution, including through the use of constantly maintained and cyclically replaced transport systems
- monitor the use of plastic and paper to ensure rational and efficient use, prioritising, where possible, recovery and recycling rather than disposal
- define procedures for managing environmental matters and separated waste disposal
- encourage its employees to actively participate in the aims of the Environment Policy and the relevant rules and procedures, through training initiatives designed to educate employees on their role in minimising the use of resources and minimising purchases

The need to ensure the conformity of products and services for a wide range of customers, including large multinational companies with complex requirements, with continuous organisational evolution and geographical expansion, has led LANZI to adopt a development model based on a systemic vision of processes. Product design has been expanded to control the products' entire supply chain, from the choice of raw materials to manufacturing, use and maintenance in the field, and end-of-life disposal. Environmentally friendly materials and technologies are researched and used, with ever greater care taken to employ substances that are harmless to the health of workers involved in the production processes and in the use of the finished products.

Selection, certification and monitoring of Partners involves applying controls and supporting the development of training for management and employees with a view to eco-manufacturing co-design.

As a result, LANZI:

- pursues respect for eco-compatible production cycles, stimulating the development of products with minimal environmental impact, including their packaging
- encourages the development and diffusion of environmentally friendly technologies, offering services that encourage methods for collecting and recovering materials (gloves and others) to maximise their regeneration potential or ensure absolute compliance in their disposal. Automated distribution therefore assumes a strategic role in the context of sustainability, allowing employers to ensure that the required materials are continuously available to workers and, at the same time, through real-time monitoring, eliminate waste resulting from collection of materials that are unallocated or surplus to requirements
- encourages raw materials and other materials to be purchased in accordance with the Green Procurement policy by favouring purchases linked to environmental improvement and prioritising recycled products

HEALTH AND SAFETY

Risk analysis continues to be the foundation of the technical process. To this end, LANZI uses its own exclusive Technology Laboratory, approved by one of the most important European Certification Bodies (Lyon CTC), which allows the gloves and clothing that it produces to be verified in terms of performance, and their usage conditions simulated, in order to develop new solutions and ensure compliance with specifications.

The well-being of end users, who place an ever-greater emphasis on ergonomic factors, comfort and, above all, safety guarantees for the materials used, is an increasingly important final objective in the production process.

SAFETY OF INTERNAL PROCESSES AND STAFF OPERATING WITHIN LANZI (OHS)

The Safety of LANZI's processes and employees is a fundamental objective integrated in its Policy and is an integral part of its work organisation.

LANZI's Management aims to pursue objectives to improve the health and safety of workers in the workplace through the provision of organisational, equipment and economic resources.

The Management undertakes to address the safety aspects of all existing company activities and future planning as relevant aspects of its activities. The Management also undertakes to organise the entire company structure, comprising the employer, Health & Safety Manager, supervisors, safety officers, full-time and part-time workers, in a way that involves everybody, according to their responsibilities and skills, to achieve the set safety objectives.

This Policy is designed to prevent accidents and illness at work, is a guide for continuous improvement to safety performance and the related Management System and is the reference framework for setting and reviewing safety objectives.

The Company Management undertakes to ensure that:

- compliance with occupational HEALTH AND SAFETY REGULATIONS is considered a priority
- INFORMATION ON CORPORATE RISKS is provided to all employees on a continuous basis
- TRAINING AND EDUCATION for workers is carried out and updated with specific reference to the task performed
- workers are consulted, including through the workers' safety representative and the supervisors, regarding the aspects of safety and health at work
- all workers are trained, informed and made aware of safety issues involved in order to perform the TASKS assigned to them and in order to be fully aware of the risks related to their activities
- workers are directly involved in safety matters
- the company structure participates in ACHIEVING THE ASSIGNED SAFETY OBJECTIVES according to its responsibilities and competences
- machines, plants and equipment, workplaces, working methods and organisational aspects are designed in a way that safeguards the HEALTH of workers, third parties and the community where the company operates
- arising NEEDS in the course of work activities are addressed quickly and efficiently
- COOPERATION is promised between the various company resources and COLLABORATION with business organisations and external supervisory bodies
- priority is given to preventative actions and internal investigations (including near-miss reports) to protect the health and safety of workers, in order to significantly REDUCE the likelihood of ACCIDENTS, INJURIES or other irregularities occurring
- the Policy, the Objectives and the implementation of the Workplace Safety Management System are periodically reviewed in order to continually improve the level of health and safety at the company.

The Risk Assessment Document is constantly updated and is structured to ensure maximum consistency between tasks and related risks.

The safety objectives, shared among all departments listed in the relevant organisational chart, are a component of the Business Development and Continuity Plan (*PSCB - Piano per lo Sviluppo e la Continuità del Business*). Security is managed from a PDCA perspective and, like all company processes, is based on the concept of risk-based thinking.

LANZI has adopted a Safety Emergency Plan as well as a Plan for prevention and management of environmental emergencies and the efficiency of the buildings where it performs its activities.

ADMINISTRATIVE LIABILITY OF LEGAL PERSONS

LANZI's operating procedures take the relevant context into account, paying particular attention to the associated risks. These are therefore integrated with the requirements of Legislative Decree 231 of 8 June 2001, "Administrative liability of legal persons, companies and associations, including those without legal personality".

A Code of Ethics has been drawn up in order to clearly and transparently define all the underlying principles and values held by LANZI in achieving its objectives. An Organisation and Management Model (OMM) has been prepared, in which:

- rules are defined for the Company's organisation and management, which must be observed in order to prevent crime
- rules are defined to ensure that effective adherence to the Model is monitored
- penalties are established for failure to comply with the Model.

Relationships with Customers are based on fully satisfying their needs, with the aim to create a relationship inspired only by general values of honesty and professionalism.

Transparency in accounting and monitoring, and strict compliance with the laws and regulations in force, aim to prevent and manage financial and operational risks, including in relation to the use of public funding.

Employees are trained and encouraged to report (WHISTLE-BLOWING) unethical and incorrect treatment by reporting any wrongdoing to the Supervisory Body.

PROTECTION OF INDIVIDUALS IN TERMS OF PERSONAL DATA PROCESSING

In line with the provisions of Article 6 of EU Regulation 2016/679, personal data is:

- processed in a lawful, fair and transparent manner with respect to the data subject ("lawfulness, fairness and transparency");
- collected for specific, explicit and legitimate purposes, and subsequently processed [...]
- sufficient, relevant and limited to what is necessary with respect to the purposes for which it is processed ("data minimisation")
- accurate and, if necessary, updated

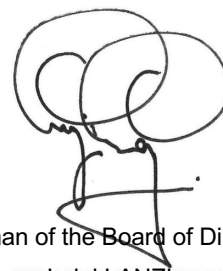
LANZI has established a Voluntary Processing Register under which each employee is trained and informed about the data they are authorised to process according to their task.

BUSINESS CONTINUITY

LANZI's Management considers the adoption of a Business Continuity Management System (BCMS) to be a fundamental element of its strategy. It therefore:

- identifies the main internal Business Continuity roles, establishing a competent structure that deals with the management and implementation of Business Continuity within the company, and a predefined organisational structure for extraordinary management of emergencies and crises
- defines and disseminates the Business Continuity Policy, from which Business Continuity action strategies, guidelines and objectives are derived
- promotes an understanding of the company by identifying its key services and critical activities, as well as the resources required to maintain them
- submits the Business Development and Continuity Plan annually to its Board of Directors

Turin, December 2024



Chairman of the Board of Directors
Luigi LANZI