

Quality, Safety, Environment and Energy policy

ABET LAMINATI S.p.a., a leading company in the decorative laminate sector with great experience, not only in Italy, but internationally, places among its priority objectives the **HEALTH** and **SAFETY** in the workplace, the protection of the **ENVIRONMENT**, the **QUALITY** of the products supplied and the management of **ENERGY**, through a coordinated approach aimed at continuous improvement, in compliance with the laws in force and the requirements specified by the UNI EN ISO management system standards.

These objectives are an integral part of its business management and a prerequisite for all operational decisions and activities. These are accompanied by the principles of the *company* "**CODE OF ETHICS**", which can be consulted on the internal network and also available on the website.

The principles that guide us:

1. Improving customer satisfaction through the creation of products that meet customer specifications, applicable standards and legal requirements, with a reliable service on delivery times.
2. Containing management costs for the Company's stakeholders, without compromising product quality and reducing non-conformities that can be generated throughout the production process.
3. Supporting research activities to obtain innovative products and/or best available techniques to guarantee a sustainable productivity also from an environmental and energy point of view.
4. Improving environmental performance, including third parties on which the organization may have influence, through the prevention, control and mitigation of environmental impacts, including greenhouse gas emissions.
5. Improving energy performance and energy use and consumption, through the purchase of energy-efficient products and services, the reduction of energy costs and the awareness of stakeholders in the rational consumption of energy.
6. Carrying out work in a safe and healthy way and improving our processes with the aim of preventing injuries, accidents and occupational diseases, both in normal operating conditions and in emergencies.
7. Spreading the culture of health and safety at work, environment, quality, and energy efficiency in the company as fundamental aspects of the implementation of this policy, through the training and the involvement of people.
8. Supporting the principles of inclusion, protecting and valuing diversity, with reference to gender, age, culture, sexual orientation, identity, religious belief, ethnicity, nationality, health and disability
9. Applying and disclosing the requirements described in the FSC-POL-01-004 Policy and in the PEFC ST 2002:2020 standard (ITA 1002:2020) and choice of suppliers of paper-based raw materials that comply with the commitments required by associations for responsible forest management throughout the chain of custody.

10. Promoting a correct and transparent management and awareness of its human resources, suppliers and external collaborators to respect the principles established in international conventions and recommendations, including the resolutions of international bodies such as the ILO - International Labour Organisation, such as
- the rejection of practices that violate human rights, according to the "United Nations Guiding Principles on Business and Human Rights" and in particular the ones of the workers (child labour, forced labour, discrimination in the workplace)
 - the adoption of procedures and methods of behaviour that are open and respectful of these rights (freedom of association and the right to collective labour, fair remuneration, respect for working hours including rest days and holidays)

The Company Management undertakes to pursue its objectives by adopting the tools provided for by the Management Systems, in particular:

- implementing improvement plans with definition of objectives and continuous monitoring of the activities aimed at them
- reviewing the policy to ensure its continuous suitability and updating in line with the context and the corporate objectives and strategies, defined as part of the management review
- ensuring that the policy is spread, understood and implemented at all levels and is available to anyone who requests it
- implementing the contents of the management system documents that the organization has adopted
- periodically verifying the effectiveness of the management systems, as part of the top Management review by promoting activities aiming at continuous improvement.

Bra, 10/01/2025

Giancesare Diocco
General Manager

