

## Quality, Environment and Safety Policy

The above policy was already born in 2007 as the Management's commitment and it has constantly evolved through the progress of the Company, *in the implementation and respect of legislation in force and the requirements specified by the rules of UNI EN ISO Management Systems.*

Abet Laminati Spa is one of the most experienced and globally recognised companies in the high-pressure laminate industry.

ABET LAMINATI S.p.a. priority goals are focused on **HEALTH and SAFETY** in the workplace, respect and protection of the **ENVIRONMENT** and **QUALITY** of the products supplied, by using a coordinated approach aimed at continuous improvement.

These goals are an integral part of its own business management and assumption for all operational decisions and activities alongside with principles of the company "*Ethic Code*", available on internal web and on the website.

The main goals which drive the Company activities are:

- improvement of provision of services to guarantee reduced and reliable delivery time to meet the demands by the Customer
- control of operating costs for *benefits of the company stakeholders*, without compromising the product quality
- reduction of costs *due to non-compliance that may occur throughout the production process*
- increase of productivity
- opening of new markets and strengthening of the existing ones
- increase of research activities to develop innovative products *and/or best available techniques to ensure sustainable productivity also from an environmental point of view*
- improvement of environmental performances by operating a systematic control of environmental impact of its various activities, including the ones in outsourcing which can be influenced by the organisation itself
- *raising awareness of suppliers and, when possible, choice of the ones adopting quality, health and environmental principles in line with Abet Laminati's ones*
- *commitment to maintain the chain of custody requirements in accordance with Politics FSC-POL-01-004 and PEFC ST 2002:2020 (ITA 1002:2020) Standard and choice of paper-based raw materials suppliers that respect the requirements by associations for the responsible management of forests throughout the chain of custody*
- prevention of injuries, accidents, and occupational diseases, both under normal operating conditions and in emergency
- promoting a culture of health and safety, product quality and respect for the environment at all levels of the company, *also involving internal and external stakeholders*
- *promotion of internal and external communication based on principles of transparency, appropriateness, credibility, and clarity, pursuing an open and continuous dialogue with stakeholders*
- *disclosure of environmental performance of products through environmental declarations available on the website and willingness to communicate further information on sustainability requested by interested parties*
- *promotion of a proper and transparent management and awareness of its human resources, suppliers and external partners to the respect of principles of ethical, social and environmental responsibility, established in the international conventions and recommendations, including the resolutions of international organisations like ILO, International Labour Organisation, such as*



- *rejection of practices violating human rights, according the "United Nations Guiding Principles on Business and Human Rights", in particular: child labour, forced labour, discriminations in workplace*
- *adoption of procedures and open and respectful behaviours towards these rights (freedom of association, right to collective labour, fair remuneration, respect of working hours, including rest days and festivities)*

Top Management puts its efforts towards the above-mentioned goals by using tools provided by the implemented management systems, in particular:

- implementing improvement plans with definition of objectives and continuous monitoring of activities aimed at achieving them
- reviewing the policy to assess its suitability and updating according to the context and the Company goals and strategies, defined as part of the management review
- ensuring that the policy is spread, understood, and implemented at all levels of the organisation and is available to anyone who requests it
- implementing the content of the management system documents which are adopted by the organisation
- periodically verifying the effectiveness of the management system as part of the top Management review, by promoting activities aiming at continuous improvement.

Bra, 16<sup>th</sup> September 2022

Chief Executive Officer

