

# Corporate sustainability charter

*Issued on 06/02/2024*

Our company is aware of the importance of contributing to the sustainable development of the planet and society, in line with the principles of the United Nations 2030 Agenda.

For this reason, we have adopted a strategy based on the 5Ps: People, Prosperity, Peace, Partnership, Planet.

**People:** we are committed to ensuring the well-being, safety and dignity of our workers, our customers, our suppliers and the local communities with which we operate.

We respect human rights, gender equality, diversity and inclusion.

We promote training, professional development and participation of our collaborators.

**Prosperity:** we are committed to creating economic, social and environmental value for our stakeholders by offering quality, innovative and responsible products.

We adhere to the principles of legality, transparency, integrity and fair competition.

We efficiently manage our financial, tangible and intangible resources.

**Peace:** we are committed to promoting social cohesion, dialogue, cooperation and the peaceful resolution of conflicts.

We support initiatives to prevent violence, promote justice and protect human rights.

We comply with the laws and regulations in force in the countries in which we operate.

**Partnerships:** we are committed to building relationships of trust and reciprocity with our stakeholders, based on respect, listening and involvement.

We aim to actively participate in networks and alliances that promote sustainability at local, national and international levels.

We share our good practices and learn from those of others.

**Planet:** We are committed to reducing our environmental impact, protecting biodiversity and combatting climate change.

We aim to adopt circular economy solutions, energy efficiency and the use of renewable sources.

We prevent and adequately manage waste and emissions.

To demonstrate our commitment to sustainability, we have decided to obtain ESG certification, which evaluates our performance in the environmental, social and governance fields, according to recognized international standards.

ESG certification will allow us to continuously improve our practices, to communicate our results in a transparent and credible way and to increase our reputation and competitiveness on the market.

We are convinced that sustainability is a challenge and an opportunity for our future and that of future generations.

We invite everyone to share this vision with us and collaborate with us to make it happen.

The Chairman of the Management Board

Marcella Bergamini

