

Bondioli & Pavesi, in the companies in the group:

- Bondioli & Pavesi S.p.A.
- Sales & Logistics S.p.A.

through its Integrated Management System, implemented in accordance with the technical standards UNI EN ISO 14001; UNI ISO 45001 and UNI CEI EN ISO 50001, focuses on a number of strategic factors such as:

- human resources;
- the environmental and cultural context it operates in;
- the life cycle perspective of its products;
- sustainable development;
- energy resources;
- the Company's Code of Ethics.

In this context, Bondioli & Pavesi bases its operational strategies on the principles of conduct and corporate social responsibility, respect for relations between the relevant Interested Parties, protection of its workers, full legislative compliance, protection of the natural environment and the control of and reduction in energy consumption.

As part of the international scene, the Bondioli & Pavesi group expresses the values it believes in through its Integrated Policy based on essential principles which include:

- The protection of workers from injury and occupational disease through preventive measures, safe and healthy environments, a reduction in hazards and risks and making the most of opportunities for occupational Health and Safety.
- The involvement of the relevant interested parties, both inside and outside the company, regarding specific issues, such as:
 - consultation and participation of workers at all levels and functions in order to develop the Occupational Health and Safety Management System;
 - support for work activities that have an impact on the company's environmental performance;
 - support for design activities that have an impact on the company's energy performance.
- The full fulfilment of its obligations for compliance, both in legislative terms and in terms of the expectations of the Interested Parties which are considered relevant.
- The protection of environmental media through preventive measures aimed at minimizing pollution caused by the company's activities.
- The achievement of expected results and continuous improvement:
 - the performance of the integrated management system;
 - services regarding the health and safety of its workers;
 - environmental performance;
 - energy performance.
- The identification of roles, responsibilities and authorities, the availability of economic resources and information needed to achieve objectives and goals in the environmental, energy and occupational health and safety fields.
- The procurement of products and services that have a positive impact on the company's environmental and energy performance.
- Raising awareness of the commitment and attention paid to environmental issues and the protection of employees in all the companies in the group through a programme that implements and develops the Integrated Management Environmental, Energy and Occupational Health and Safety System.

The objectives of the Bondioli & Pavesi Group

Top Management is committed to ensuring that its principles become corporate assets through specific activities such as:

- Integrated planning of activities through risk and opportunity analysis;
- Disclosure of the Integrated Policy to the Interested Parties as a reference framework for achieving its objectives and goals;
- Involvement of all company functions, through training, information and awareness-raising activities, in order to contribute to the development of the Integrated Management System;
- Preliminary assessment of the introduction or modification of products to mitigate their impact on the environment and on the health and safety of workers by replacing or reducing the use of hazardous chemicals wherever possible;
- Design of production processes with a view to improving energy performance, also through the adoption of measures aimed at reducing energy consumption and using renewable energy;
- Monitoring of the resources used (e.g. water resources, packaging, etc.) with the aim, where possible, of implementing reuse, recycling or recovery policies;
- Evaluation of eco-sustainable packaging solutions for the packaging of finished products;
- Disclosure of the information required for the correct use and disposal of its products at the end of their service life;
- Knowledge and assessment of indirect environmental aspects upstream of the company in order to raise awareness and involve its suppliers in reducing the environmental impact of their processes.

29 October 2021

Chairman of the Board of Directors

