

Euro Stampaggi_{spa}

Hot stamping of metals - Mould construction

COMPANY POLICY

For more than 40 years, Euro Stampaggi S.p.A. has produced metal accessories in non-ferrous alloys, mainly for the high fashion sector, as well as technical items for some industrial sectors, including those of lighting and furnishings.

Quality

Drafted by the RSG Manager and approved by the Management

For many years the main elements of the company's philosophy have been continuous attention to innovation in processes and technologies, enhancement of human resources, and a production cycle designed and **personalized** to fully meet the needs of each customer in terms of quality and satisfaction.

Environment

Drafted by the RSG Manager in collaboration with the Clean Team and approved by the Management

Euro Stampaggi S.p.A. is actively committed to environmental sustainability in the development of its business and in the production of its high-quality products, in compliance with environmental protection regulations and through the use of the minimum necessary resources and the reduction of environmental impacts, including through the use of renewable sources.

Ethics

Drafted by the RSG Manager in collaboration with GTP and approved by the Management

Euro Stampaggi S.p.A. considers it fundamental and natural for the ethical growth of the Company and for the achievement of social objectives:

- Not to favour or support the use of child labour;
- Not to favour or support forced labour;
- to ensure a safe and healthy workplace;
- to respect the right of workers to join trade unions and representative organisations;
- Not to discriminate in any way;
- Not to use or support disciplinary practices such as corporal punishment, physical or mental coercion, or verbal abuse;
- to respect the working hours and remuneration criteria established by the laws in force, and by the national and supplementary company contractual agreements;
- to promote training and professional growth plans for its employees.

Below are the references of IQNet, the Certification Body and SAI, the Body that developed the SA8000 standard

IQNet Association
The International Certification Network
Bollwerk 3, 3011 Bern Switzerland
Tel: +41 31 310 24 40
Email: headoffice@iqnet.ch

SAI
Social Accountability International
9 East 37th Street; 10th Floor
New York, NY 10016
United States of America
Tel: +1 (212) 684-1414
Email: info@sa-intl.org

Gender Equality

Drafted by the Steering Committee and approved by the Management

Euro Stampaggi believes in developing a culture that promotes Gender Equality and inclusion as principles to support its competitive advantage and its sustainable growth path, which is why it has always been committed to:

- respecting all Constitutional principles of equality and parity;
- creating an environment focused on the value of people, ensuring equal opportunities for hiring;
- ensuring fair treatment and career advancement at all organizational levels;
- combating and condemning any form of discrimination, violence and harassment not only related to Gender Equality but to any diversity: ethnic origin, skin color, gender, sexual orientation, religion, nationality, age, political opinion, marital status, socio-economic condition and union affiliation.

For this reason, Euro Stampaggi has defined a management system capable of: 1) promoting Gender Equality; 2) enhancing diversity; 3) preventing any form of discrimination; 4) support female empowerment; 5) promote a gradual reduction of the gender pay gap, which involves, in line with the UNI/PdR 125:2022 Practice, the following areas and principles:

1. Culture and strategy;
2. Governance;
3. HR processes;
4. Growth opportunities and inclusion of women;
5. Equitable remuneration by gender;
6. Parenting and work-life balance;

Euro Stampaggi intends to ensure that the theme of Gender Equality is implemented through actions capable of leading to the achievement of objectives and performance in the areas established by the UNI/PdR 125:2022 Practice.

To do this, Euro Stampaggi has equipped itself with a series of more specific policies, subject to periodic review.

1. Recruitment. Euro Stampaggi is committed to ensuring a fair and transparent selection and hiring process.

2. Career management. Career management within Euro Stampaggi is based on the principles of meritocracy and transparency.

3. Pay equity. Euro Stampaggi ensures that all employees receive fair compensation for work of equal value.

4. Work-life balance. Euro Stampaggi promotes a work environment that supports work-life balance.

5. Training. Euro Stampaggi offers ongoing training and professional development opportunities for all employees, regardless of gender. Furthermore, it ensures that the topic of Gender Equality and inclusion is adequately understood by all members of the organization.

6. Parenting. Euro Stampaggi supports employees during periods of parental leave and promotes their reintegration into the workplace.

7. Communication. Euro Stampaggi's internal and external communication is geared towards promoting Gender Equality and inclusion.

Companies, distribution chain, contractors and other interested parties

Euro Stampaggi S.p.A., considers:

- its Suppliers as partners, for the achievement of business objectives and for the satisfaction of internal and external stakeholder needs;
- its Customers as a fundamental element to its success, working for their satisfaction in terms of the final product while respecting social responsibility and the environment and contributing to the dissemination of these values.

Health and safety at work Drafted by the RSG Manager in collaboration with the Safety Committee and approved by the Management

Euro Stampaggi S.p.A. is convinced that long-term success can only be achieved thanks to the people who are part of the company. No other resource is as important, because the people enrich the corporate culture through their work and improve the Company's financial results. For this reason, Euro Stampaggi dedicates all necessary energy and attention to issues of workplace health and safety for the protection of its employees, but also of its external collaborators and all other interlocutors who interact with the company along the value chain, including suppliers, customers and the public in general.

Euro Stampaggi S.p.A.'s commitment in this regard is also reflected in the fact that it complies with all laws (EU, national and local) and meets all other applicable requirements concerning hazards and risks to workplace health and safety, and as regards its own Integrated Management System.

Euro Stampaggi S.p.A. believes in the effectiveness of prevention and accepts the maxim "one accident is one too many" as its own. Health and safety values are inherent to company management, and all activities are therefore evaluated with a view to preventing any type of accident and protecting the people in the workplace.

The Company is committed to implementing systematic risk identification procedures, to managing these risks with appropriate assessment methods, and implementing the necessary measures to minimise hazards.

The Euro Stampaggi S.p.A. integrated management system is based on the concept of continuous improvement: improvement is achieved by designing and adapting processes, operating methods and systems that optimise ergonomics and safety.

The system assesses progress by monitoring health and safety performance and analysing accidents, injuries and workplace activities that can lead to long-term illnesses.

We believe that employee collaboration is essential to create and maintain a healthy and safe working environment, particularly in all work processes.

Respect for safety principles, standards and procedures is an essential condition for working with this company. For their part, employees are entitled to:

- report any behaviour identified or perceived as risky;
- suspend an activity if they consider the level of safety to be inadequate, until a person responsible has applied appropriate risk control measures.

It is the responsibility of all employees to adopt safe working practices to prevent injury to themselves, their colleagues and others. Employees are encouraged to participate actively in initiatives to improve the company's performance in terms of workplace health and safety.

The Management, Personnel and Suppliers are called upon to actively collaborate, each to the extent of their competence, in the implementation of the Company Policy and the continuous improvement of the Euro Stampaggi S.p.A Integrated Company Management System, in accordance with UNI EN ISO 9001 (Quality) UNI EN ISO 14001 (Environment) UNI ISO 45001 (Health and Safety at Work), **UNI PdR 125/2022 (Gender Equality)** and SA8000 (Social Responsibility).

Scandicci, Italy

12/06/2024

Euro Stampaggi S.p.A.

Sole Administrator

(Giuliano Simonelli)