

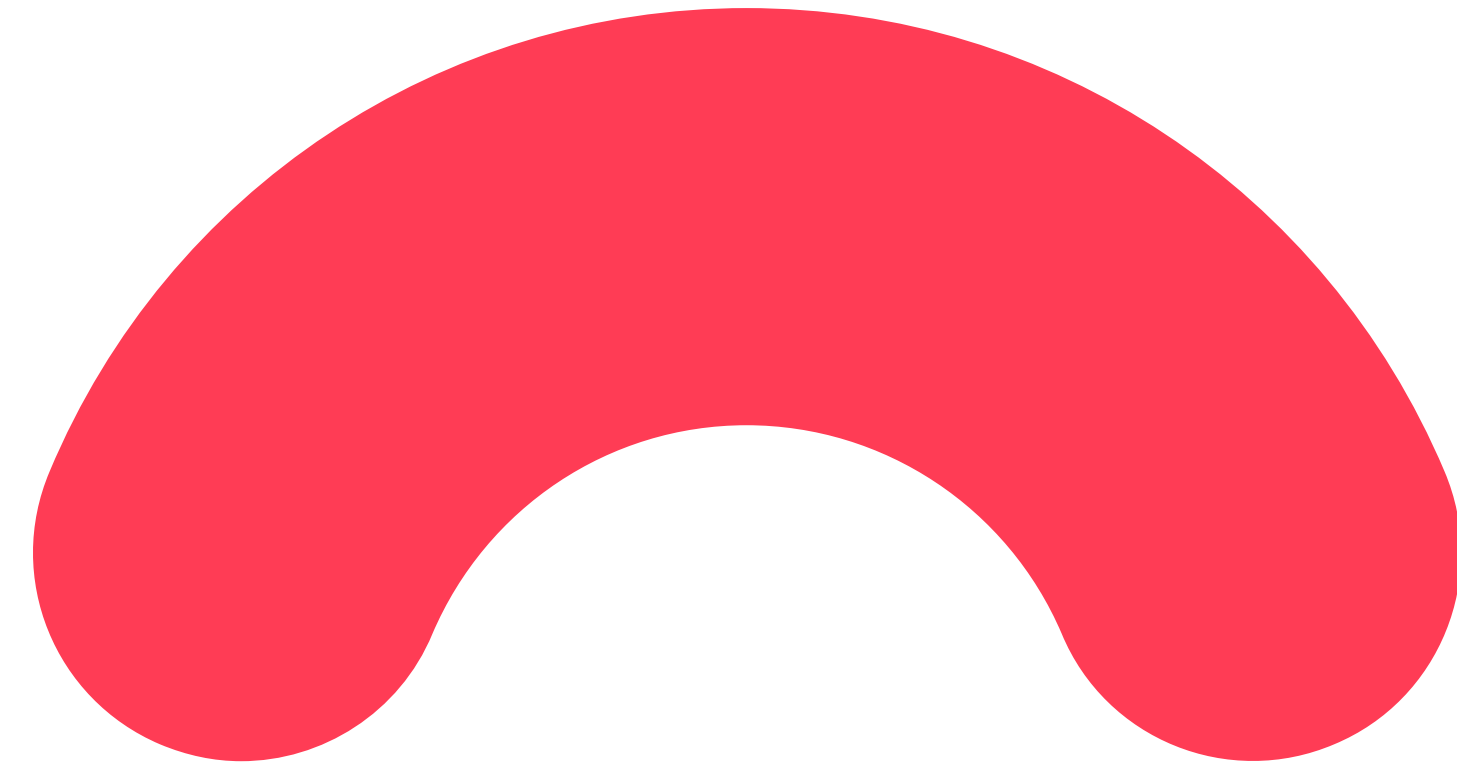
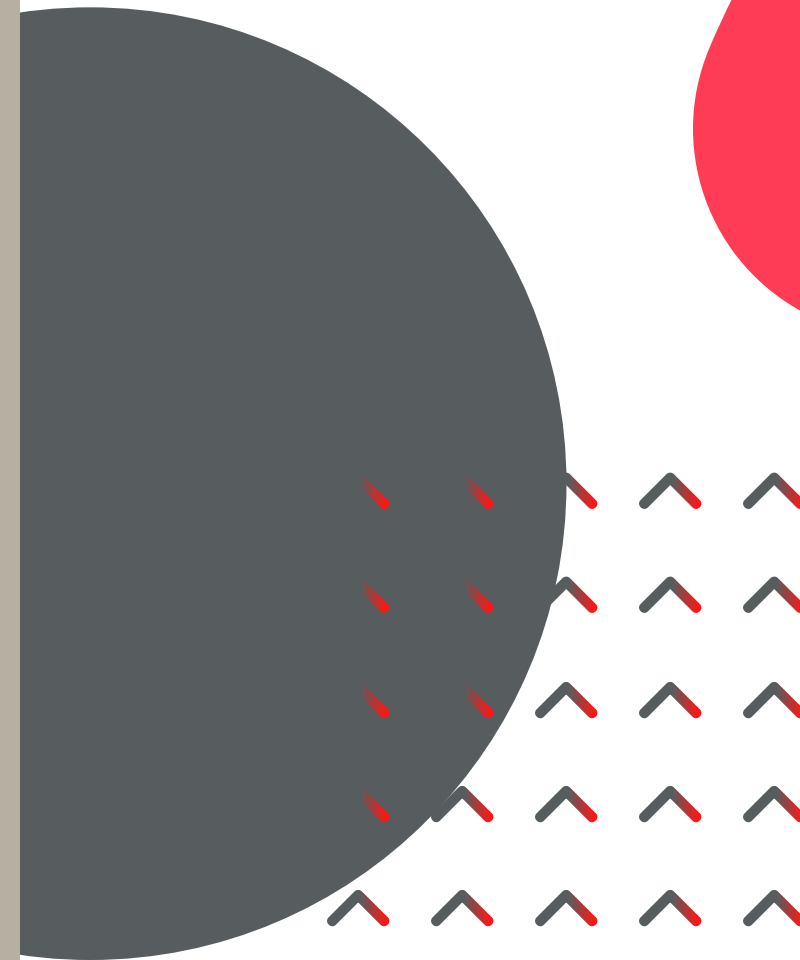
# Quality Policy



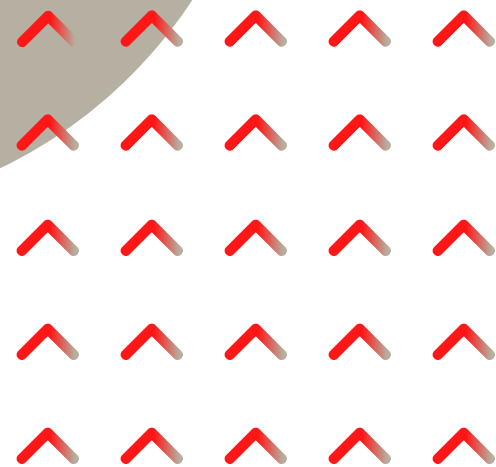
The mission remains that of the founding members.

Thanks to personal knowledge and through the study, design and production we aim to provide tangible and intangible products to help people solve their problems: better products both from the point of view of safety and functionality and for the value to them. attributed.

# Mission



# The values



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In a global market, values must be clear and unshakable: a spirit of collaboration and partnership to guarantee customer reliability.

The fundamental values for DIEMMEBI SPA are: honesty, collaboration, availability, self-criticism, the ability and the will to achieve high levels of reliability.

They are the winning weapons of a company and must be aimed at acquiring and retaining customers.

For this reason, alongside modern equipment and technologies for design, development and production, we have a UNI EN ISO 9001 certified Quality Management System.

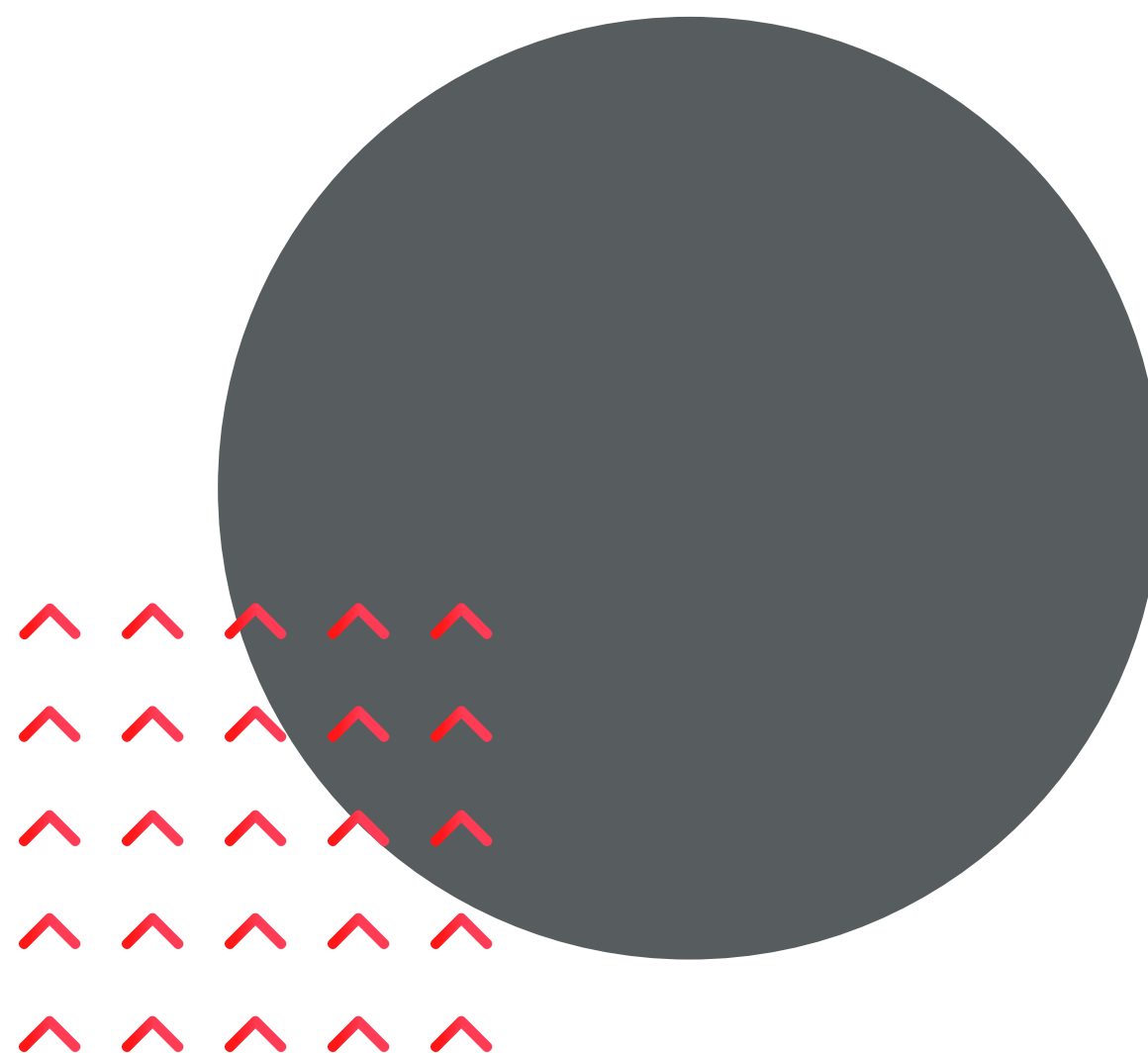
DIEMMEBI SPA considers the contribution and collaboration of capable and motivated staff in every business area to be fundamental.

# The strategies

DIEMMEBI SPA, a company among the leaders in the sector, directs all its strategies to fulfill its corporate mission: to provide solutions to customer problems.



# The organization



Organization is the essence of the company.

The task of the management is to create to satisfy the customers.

Solutions, products and prosperity are a consequence of this attitude.

For this DIEMMEBI SPA has identified and empowered people, adopting the process approach, with the specific intent of obtaining an organization in lines that can interact and support the customer on all occasions.

The environment is everyone's heritage, including future generations. A company, to any production reality it belongs to, must place its respect and protection among its irreplaceable values.

DIEMMEBI SPA has always considered it a duty to adopt a behavioral philosophy aimed at safeguarding the environment and dedicating the utmost attention to the issues of safety and health of workers.

Safety understood in terms of involvement and continuous improvement on the quality of the production process;

Health understood as maximum monitoring of one's collaborators and their protection during the performance of their duties. All aimed at reducing the likelihood of injury in the company.

# Environment, safety and health in the workplace



# ReMade in Italy Policy

Since 2019 Diemmebi Spa has certified its plastic products with Remade in Italy.

The mission and purpose is to create plastic products where the raw material is partially or where possible completely recycled, from industrial waste products.

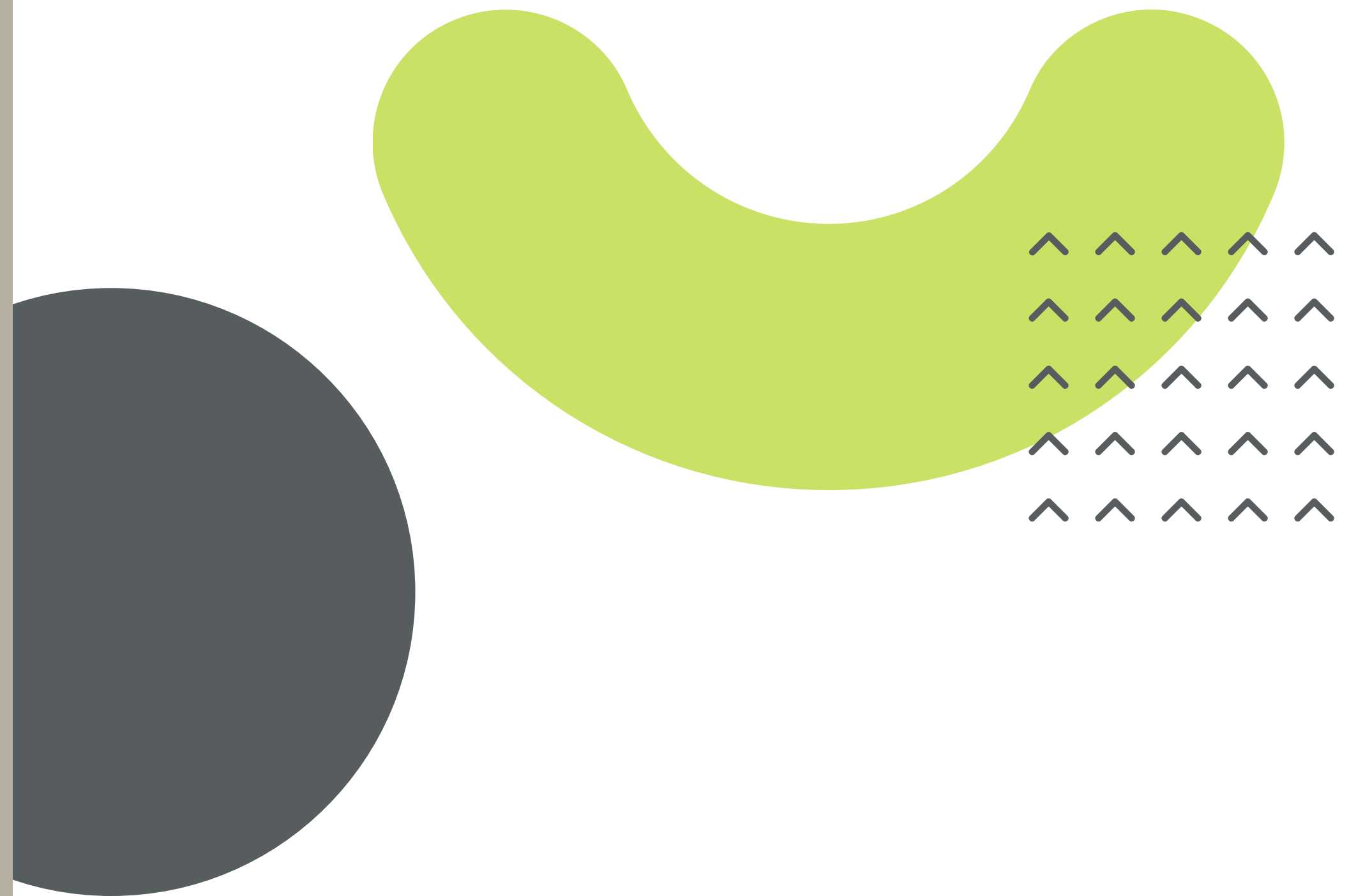
Attention to the "environment" is not achieved and concretized in the company exclusively through compliance with all laws and regulations that require respect for the environment, but is also extended and concentrated in the explicit commercial desire to place recycled products on the market .

From 2019 all new products, net of obvious technical impossibilities, are printed in recycled plastic from industrial waste



The recent European regulations and indications on the minimum environmental criteria (CAM) and on the concepts of environmental sustainability, green economy and more induce Diemmebi spa to invest decisively in certified recycled plastic products by offering and distributing the product not only in the procurement market for the public but also in direct sales then for private use.

# the strategies







# FSC Policy

Documenting, communicating and promoting its commitment to the environment, health and safety in the workplace and social responsibility; avoid that the raw materials of plant origin used for the manufacture of the printed products come from illegal cuts, genetically modified forests, with important conflicts in progress or certified HCVF (High Conservation Value Forest).



**FSC**

Diemmebi S.p.A. declares not to be directly or indirectly involved in the following activities:

- Illegal logging or trade in wood or forest products;
  - Violation of traditions and human rights in forestry operations;
  - Destruction of high conservation value forests;
  - Significant conversion of forests into plantations or conversion to non-forest use;
  - Introduction of genetically modified organisms in forestry operations;
  - Violation of any major ILO (International Labor Organization) Convention, as defined in the International Labor Organization Declaration on Fundamental Principles and Rights at Work.
- Consistent with the above, Top Management has defined the following objectives:
- Making FSC product groups (ie marked with the FSC Registered Trademark) available in relation to market demands.
  - With regard to the products supplied, ascertain the suitability of the Supplier with respect to the requirements of the FSC-STD-40-004 Standard



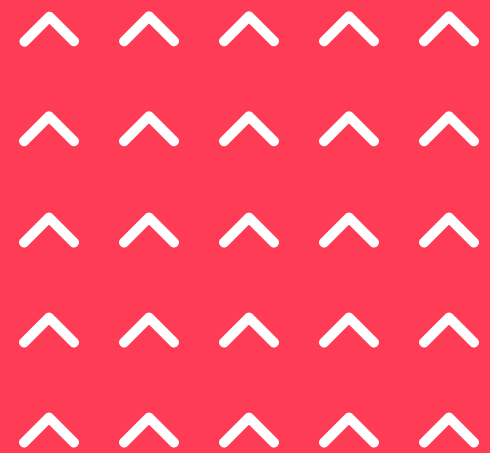
# Targets

- Promote Risk Based Thinking and the approach for integrated processes, adopted with ISO 9001/2015, with Law 231/2001 and in the future which can be integrated with UNI ISO 45001/2018 and with SA8000.
- Promote the sustainability of the company, and gear up towards an economically sustainable business model that also respects people, the environment and the context in which we operate and annually present the "Corporate Sustainability Report".
- Ensure business continuity by monitoring the factors that influence margins
- Expand the position on the market by identifying and satisfying the needs of the market and the customer both in relation to the product and the service offered;
- Create innovative products for functionality, attributed value, availability, safety and compliance with laws. Approach to Community directives  
EXTRACEE;



- Promote the use of recycled plastic products, and therefore promote products that fall within the fees and values indicated by the Minimum Environmental Criteria (CAM).
- Marketing analysis on the entire range of products.
- Making budgeting indicators available to process managers that make it possible to trace significant objectives that can be monitored by the related process indicators
- Promote a new strategy in the design process so that we always arrive at the annual trade fairs ready with new products to offer to our increasingly demanding customers
- Definition of specific skills and related minimum criteria of acceptability for process managers in order to communicate in detail all the activities assigned to them.

- Promote "Learning Thinking" in the company and encourage the training, information and training of the people who work for Diemmebi spa, with a view to continuous improvement.
- Corporate Welfare Project. Progressive introduction over the next three years of a specific diemmebi welfare project.
- Adapt the Quality Management System to the requirements of the reference FSC standard and therefore obtain and maintain the certification of the Chain of Custody.
- Consolidate the collaboration / integration relationship with raw material / paper suppliers and optimize communication with them.
- Maintain a collective commitment internally for compliance with FSC principles and criteria and for the realization of the Chain of Custody through the training of its Collaborators.
- Publicize the FSC policy for the CoC.
- Maintain an internal Due Diligence System



# ETHICAL PRINCIPLES DERIVED FROM THE SA8000 STANDARD

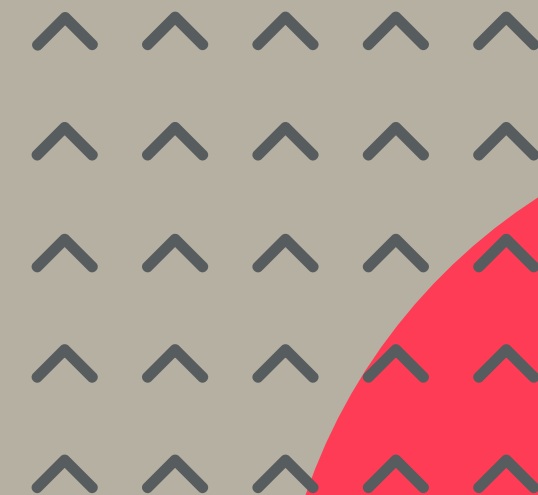
Model 231 adopted by DIEMMEBI SPA makes a commitment to observe national and international laws on labor, civil rights and protection of minors.

In accordance with the provisions of the SA8000 standard, the social responsibility requirements that DIEMMEBI SPA undertakes to respect by ensuring constant supervision and implementation of the ethical certification systemsono:

# SA8000

**Diemmebi S.p.A**

- NO TO CHILD LABOR
- NO TO FORCED LABOR
- YES TO SAFE AND HEALTHY WORKPLACES
- YES TO THE FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING
- NO TO PHYSICAL, CULTURAL AND SOCIAL DISCRIMINATION
- NO TO FINIC OR PSYCHOLOGICAL PUNISHMENTS
- YES TO A FAIR SALARY
- YES TO CONTINUOUS MONITORING OF THE MANAGEMENT SYSTEM



- THE USE OF SCHOOL-AGE WORKERS IS PROHIBITED AS REQUIRED BY CURRENT LEGISLATION ON THE SUBJECT.
- IT IS FORBIDDEN TO OBTAIN A WORK PERFORMANCE UNDER THREAT OF ANY KIND, WITH PHYSICAL OR PSYCHOLOGICAL BLACKMAIL, THANKS TO THE REQUISITION OF IDENTITY DOCUMENTS, WITH THE REQUEST FOR MONEY IN EXCHANGE FOR WORK, OR BY WITHHOLDING ANY PART OF WAGES AND / OR REMUNERATION. IT IS ALSO FORBIDDEN TO USE OR SUPPORT TRAFFICKING IN HUMAN BEINGS.
- IT IS NECESSARY TO ADOPT THE NECESSARY MEASURES TO PREVENT ACCIDENTS AND DAMAGE TO HEALTH, GUARANTEEING THE TRAINING OF PERSONNEL FOR SAFETY AND THE PREVENTION OF ACCIDENTS
- THE RIGHT TO FREEDOM OF ASSOCIATION AND MEMBERSHIP OF A TRADE UNION IS GUARANTEED, WITHOUT ANY DISCRIMINATION AGAINST TRADE UNION REPRESENTATIVES AND MEMBERS. FURTHERMORE, THE WORKERS OF THE COMPANY ARE FREE TO FREELY ELECT THEIR REPRESENTATIVES.





- IT IS FORBIDDEN TO FAVOR OR PENALIZE A WORKER PROFESSIONALLY FOR RACE, SEX, AGE, SEXUAL ORIENTATION, SOCIAL CLASS, NATIONALITY, RELIGIOUS FAITH, DISABILITY, TRADE UNION OR POLITICAL AFFILIATION. THE ORGANIZATION DOES NOT HINDER THE EXERCISE OF STAFF RIGHTS TO FOLLOW PRINCIPLES OR PRACTICES RELATED TO THEIR NATIONAL ORIGIN, RELIGION, DISABILITY, SEXUAL ORIENTATION, FAMILY RESPONSIBILITY, POLITICAL OPINION AND TRADE UNION MEMBERSHIP. DIEMMEBI SPA PUNISHES THREATENING, OFFENSIVE ATTITUDES AIMED AT EXPLOITATION, INCLUDING ACTS OF PHYSICAL VIOLENCE. DIEMMEBI SPA PROHIBITS THE USE OF PREGNANCY OR VIRGINITY TESTS WITHIN ITS WORKPLACES.
- ANY FORM OF CORPORAL PUNISHMENT, MENTAL OR PHYSICAL COERCION, VERBAL VIOLENCE IS PROHIBITED.
- COMPLIANCE WITH ORDINARY AND EXTRAORDINARY WORKING HOURS AND REST SHIFTS IS GUARANTEED ACCORDING TO THE AGREEMENTS CONTAINED IN THE NATIONAL COLLECTIVE LABOR AGREEMENT APPLIED IN DIEMMEBI SPA.
- COMPLIANCE WITH THE WAGE AGREEMENTS PROVIDED FOR BY THE CCNL APPLIED IS GUARANTEED, WITH THE PAYMENT OF SOCIAL SECURITY CONTRIBUTIONS AND REMUNERATION FOR OVERTIME HOURS. THE ADMINISTRATION OFFERS ASSISTANCE TO INTERNAL STAFF FOR THE CORRECT READING OF PAY SLIPS.
- THE PRINCIPLES MENTIONED ABOVE ARE CONTEMPLATED IN THE CODE OF ETHICS OF THE 231 MODEL ADOPTED BY THE COMPANY, AND COMPLIANCE WITH WHICH IS ENSURED BY THE SB APPOINTED BY THE BOARD OF DIRECTORS.

