

THE POLICY OF DIEMMEBI SPA SOCIETÀ BENEFIT

SUMMARY DOCUMENT OF COMPANY POLICIES

POLICIES AND OBJECTIVES

- ISO9001-2015
QUALITY
- REMADE IN
ITALY
- FSC
- SA8000
ETHICAL
PRINCIPLES

Revision of
18/05/2023

1- QUALITY POLICY DIEMMEBI S.p.A Società Benefit.

OUR MISSION : The mission of our founding partners has remained. To provide, thanks to personal knowledge, through study, continuous improvement, design and production, tangible and intangible products to help people solve their problems; products in continuous improvement from the point of view of safety, functionality, comfort, sustainability, reparability and recyclability. All values and primary requirements, the starting point for the manufacturing of the product and its marketing on the world market.

OUR VALUES. In a global market, they must be clear and unwavering with a spirit of collaboration and partnership to ensure reliability to the customer. The fundamental values for DIEMMEBI SPA Benefit Company are: honesty, collaboration, availability, self-criticism, respect for the environment, respect for rules and regulations and, last but not least, respect and attention to society and the person. In summary, the ability and willingness to achieve high levels of product and company "reliability".

OUR STRATEGIES: They are the winning weapons of a company and must be aimed at acquiring and retaining customers. DIEMMEBI SPA Società Benefit, a company among the leaders in the sector, directs all its strategies to the fulfilment of its corporate mission: to provide solutions to customer problems. For this reason, together with modern equipment and technologies for design, development and production, as well as a Quality Management System certified UNI EN ISO 9001, DIEMMEBI SPA Società Benefit considers the contribution and collaboration of capable and motivated personnel in every business area to be fundamental. We have become a Benefit Corporation with the aim of becoming a transparent, sustainable and loyal company towards our customers and the world around us.

OUR ORGANISATION : It is the essence of the company. The task of management is to create to satisfy customers. Solutions, products and prosperity are a consequence of this attitude. This is why DIEMMEBI SPA has identified and empowered people, adopting the process approach, with the specific intention of achieving an organisation in lines that can interact and support the customer on all occasions.

THE ENVIRONMENT, SAFETY AND HEALTH AT WORK : The environment belongs to us all, as well as future generations. A company, regardless of what it produces, must include the respect and protection of the environment among its core values. DIEMMEBI SPA Società Benefit has always considered it its duty to adopt an approach aimed at protecting the environment and focusing on the issues of its workers' health and safety. Safety intended as the involvement in and continuous improvement of the quality of the production process; Health intended as looking after our employees and protecting them as they go about their work. All aimed at decreasing the likelihood of accidents occurring in the company.

2- REMADE IN ITALY POLICY - DIEMMEBI S.p.A Società Benefit.

OUR MISSION : Since 2019, Diemmebi Spa Società Benefit has certified its plastic products with Remade in Italy. The mission and purpose are to create plastic products where the raw material is partly, or where possible, fully recycled from industrial waste. Concern for the "environment" is not only realised and put into practice in the company by complying with all the laws and regulations that impose respect for the environment, but also extended and concentrated in the explicit commercial aim of introducing recycled and recyclable sustainable products onto the market. Since 2019, all new products, barring obvious technical impossibilities, are moulded in recycled plastic from industrial waste.

OUR STRATEGIES: Recent European regulations and indications on minimum environmental criteria (MEC) and on the concepts of environmental sustainability, green economy, and others have resulted in Diemmebi spa Società Benefit investing steadfastly in certified recycled plastic products by offering and distributing the product not only in areas of public procurement, but also in direct sales for private use.

3- FSC POLICY - DIEMMEBI S.p.A Società Benefit.

Document, communicate and promote 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 printed products come from illegal cuts, genetically modified forests, with important conflicts in place or certified HCVF (High Conservation Value Forest). Diemmebi S.p.A. Società Benefit declares that it is not directly or indirectly involved in the following activities:

- Illegal logging or trade in timber or forest products;
- Violation of traditions and human rights in forestry operations;
- Destruction of forests with high conservation value;
- Significant conversion of forests to plantations or conversion to non-forest use;
- Introduction of genetically modified organisms in forestry operations;
- Violation of any ILO (International Labour Organisation) Core Convention, as defined in the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.

Consistent with the above, Senior Management has defined the following objectives:

- Make FSC product groups (i.e. marked with the FSC Registered Mark) available according 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 latest version of the course.

4- ETHICAL PRINCIPLES DERIVED FROM THE SA8000 STANDARD

Model 231 adopted by DIEMMEBI S.p.A Società Benefit, undertakes to comply with national and international laws on labour, civil rights and the protection of minors.

In accordance with the provisions of the SA8000 standard, the social responsibility requirements that DIEMMEBI SPA Società Benefit undertakes to comply with by ensuring the constant supervision and implementation of the ethical certification system are:

- **NO TO CHILD LABOUR** : The employment of workers who have not completed the period of compulsory education and in any case who have not already reached the age of 15 is prohibited.
- **NO TO FORCED LABOUR** : It is forbidden to obtain a work performance under threat of any nature, with physical or psychological blackmail, thanks to the requisition of identity documents, with the request for money in exchange for work, or withholding any part of salary and/or salary allowances. It is also forbidden to resort to or give support to trafficking in human beings.
- **YES TO SAFE AND HEALTHY WORKPLACES** : Measures must be taken to prevent accidents and damage to health, ensuring the training of personnel for safety and accident prevention.
- **YES TO FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING** : The right to freedom of association and to join a trade union is guaranteed, without any discrimination for the representatives

and members of the trade union itself. In addition, the Company's employees are free to freely elect their representatives.

- **NO TO PHYSICAL, CULTURAL AND SOCIAL DISCRIMINATION** : It is forbidden to favour or penalise a worker professionally by race, sex, age, sexual orientation, social class, nationality, religious faith, disability, trade union or political affiliation. The Organisation does not hinder the exercise of the rights of personnel to follow principles or practices related to their national origin, religion, disability, sexual orientation, family responsibility, political opinion and trade union membership; it ensures gender equality and its fundamental objective is not to exercise any policy aimed at applying salary differences and different career opportunities in the company. DIEMMEBI SPA Società Benefit prohibits any discrimination in employment and profession. DIEMMEBI SPA Società Benefit punishes threatening, offensive attitudes aimed at exploitation, including acts of physical violence. DIEMMEBI SPA Società Benefit prohibits the use of pregnancy or virginity tests in its work environments.
- **NO PHYSICAL OR PSYCHOLOGICAL PUNISHMENT** :Any form of corporal punishment, mental or physical coercion, verbal violence is prohibited.
- **YES TO REGULATED WORKING HOURS** : Compliance with ordinary and overtime working hours and rest shifts is guaranteed according to the agreements contained in the CCNL (National Collective Labour Agreement) applied in DIEMMEBI SPA Società Benefit.
- **YES TO FAIR REMUNERATION** . Compliance with the salary agreements provided for by the CCNL applied is guaranteed, with payment of social security contributions and overtime pay. The administration offers assistance to internal staff for the correct reading of pay slips.
- **YES TO CONTINUOUS MONITORING OF THE MANAGEMENT SYSTEM** : The aforementioned principles are contemplated in the code of ethics of model 231 adopted by the company, and whose compliance is ensured by the SB appointed by the CD.

5- OBJECTIVES:

The objectives of DIEMMEBI SPA Società Benefit are a consequence of the mission, values and strategy:

- Promotion of Risk Based Thinking and the approach for integrated processes, adopted with ISO 9001/2015, with Law 231/2001 and with SA8000.
- Promotion of a path of business sustainability, and equip ourselves towards an economically sustainable business model that also respects people, the environment and the context in which we operate and present the "Corporate Sustainability Report" annually.
- Adoption and promotion of the principles contained in the UNI ISO 30415 standard of July 2021 : Diversity and Inclusion.
- Adoption and promotion of the principles contained in UNI/Pdr 125:2022 : Gender Equality.
- 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 terms of the product and the service offered.
- Create innovative products for functionality, attributed value, availability, security and compliance with laws. Approach to Community Directives Outside the EU.

- Promotion of the use of recycled plastic products, and therefore promote products that fall within the standards and values indicated by the Minimum Environmental Criteria (MEC).
- Marketing analysis on the entire range of products.
- Provision of budgeting indicators to process managers that allow them to track significant and monitorable objectives from the relevant process indicators
- Promotion of a new strategy in the design process to always arrive at the annual fairs ready with new products to propose to our increasingly demanding customers
- Definition of specific skills and related minimum acceptability criteria for process managers in order to communicate in detail all the activities assigned to them.
- Promotion of "Learning Thinking" in the company and promote the education, information and training of people who work for Diemmebi spa Società Benefit, in a logic of 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 the raw material/paper suppliers and optimise communication with them.
- Maintain a collective commitment to respect FSC principles and criteria and to the creation of the Chain of Custody through the training of its Collaborators.
- Advertise FSC policy for CoC.
- Maintain a Due Diligence System

QUALITY POLICY DOCUMENT
REVISION OF 18/05/2023

THE EMPLOYER
PAVAN GIACOMO

