

La BIESSEUNO SRL UNIPERSONALE is committed to conducting its business in a responsible and sustainable manner by integrating Environmental, Social and Governance (ESG) principles into its strategic decision-making processes, operational practices, and relationships with all internal and external stakeholders.

The Company's vision is to generate long-term value while upholding a principle of responsibility towards future generations, contributing positively to society and minimizing its environmental footprint.

This Policy is founded on the following core pillar:

ENVIRONMENTAL PROTECTION

In support of sustainable development and the mitigation of climate change, LA BIESSEUNO SRL UNIPERSONALE is committed to pursuing the following objectives:

- Ensuring full compliance with all applicable environmental laws and regulations at both national and local levels;
- Voluntarily adopting and maintaining compliance with the UNI EN ISO 14001 standard, with the aim of continuously improving environmental performance;
- Implementing measures to identify, prevent, and mitigate environmental risks, eliminating hazards that may adversely affect the environment in which the Company operates;
- Reducing energy consumption and greenhouse gas emissions, with a preference for renewable energy sources;
- Minimizing the volume and hazardous nature of waste generated, while promoting recycling and reuse wherever feasible;
- Promoting the responsible and efficient use of natural resources, prioritizing the procurement of products with recycled content, low toxicity, and sustainable sourcing;
- Safeguarding water resources through the optimization of consumption within operational processes and the reduction of pollution;
- Integrating environmental considerations into the design and development of new products, processes, and activities, with a proactive assessment of potential impacts;
- Maintaining continuous monitoring of significant environmental aspects related to its operations and implementing structured programs aimed at ongoing performance improvement.

HEALTH AND SAFETY PROTECTION

We uphold the fundamental right of workers to operate in safe and healthy conditions and are committed to:

- Ensuring full compliance with all applicable occupational health and safety laws and regulations, as well as with nationally and internationally recognized guidelines and best practices, including the UNI EN ISO 45001 standard adopted internally;
- Providing a safe and healthy workplace for employees, contractors, and all external personnel accessing our sites, by minimizing risks and reducing hazards that could result in harm to their health and safety;
- Promoting preventive measures aimed at identifying, assessing, and mitigating risks associated with work activities, prioritizing solutions that eliminate or reduce hazards at their source;
- Adopting a systematic and proactive approach to safety management, encouraging the active participation of employees - both directly and through their representatives - in order to foster a corporate culture based on shared responsibility and prevention;
- Delivering continuous training to employees, tailored to the specific risks associated with each role;
- Continuously improving health and safety performance through periodic monitoring, audits, incident analysis, and employee feedback.

RESPECT AND ENHANCEMENT OF HUMAN RESOURCES

We recognize the fundamental role of people as a key driver of organizational success. For this reason, we are committed to fostering the growth, well-being, and engagement of our employees through the following principles:

- Ensuring compliance with applicable national legislation and local laws, including the relevant National Collective Labor Agreement (CCNL – SMEs in the chemical, tanning, and related sectors) and the Workers’ Statute, as well as international conventions and recommendations and European directives, including those of the International Labour Organization (ILO);
- Adopting and complying with the requirements set out in the UNIC Social Accountability Code of Conduct, both within our organization and throughout our supply chain;
- Respecting human rights across all operations, by neither using nor supporting child labor, forced or compulsory labor, and by opposing all forms of discrimination in hiring, remuneration, access to training, promotion, termination, or retirement based on race, nationality, gender, sexual orientation, religion, disability, social or political affiliation, age, marital status, caste, trade union membership, or any other personal condition;
- Ensuring conduct that respects personal dignity, prohibiting any form of physical or mental coercion, harsh or inhumane treatment, including verbal abuse, and applying disciplinary procedures in compliance with the applicable collective labor agreement;
- Respecting the right of employees to form, join, and organize trade unions of their choice and to engage in collective bargaining with the organization;
- Ensuring full compliance with applicable sector regulations, including the CCNL for SMEs in the chemical, tanning, and related sectors, particularly with regard to working hours and remuneration structures, while promoting merit through transparent and objective evaluation systems;
- Promoting continuous learning and development to support personal growth and the enhancement of both technical and soft skills of our employees;
- Fostering diversity, equity, and inclusion within the organization;
- Implementing corporate welfare initiatives and promoting work-life balance.

GOVERNANCE AND MANAGEMENT

We believe in the importance of adhering to principles of fairness, honesty, integrity, and transparency in all our operations and in our relationships with all parties operating both within and outside the organization. To this end, we are committed to:

- Maintaining over time a management system compliant with the voluntarily adopted standards, defining specific improvement objectives and verifying their achievement;
- Supporting projects and initiatives with a positive social impact in local communities, while promoting dialogue and collaboration with stakeholders;
- Communicating our sustainability performance in a clear and transparent manner through periodic reporting;
- Collaborating with suppliers and sub-suppliers to ensure adherence to responsible social and environmental practices;
- Periodically reviewing this Policy to ensure alignment with the evolving social, cultural, and economic context in which the Company operates, and promoting the dissemination of its principles by making it available to stakeholders through publication on the Company website and display on notice boards within company premises.

The Company Management
LA BIESSEUNO SRL UNIPERSONALE