



In full compliance with the laws, Sigg Group SpA is committed to carrying out its activities responsibly in ways that constantly guarantee the quality of its products and services, the health and safety of workers, the respect and protection of the environment.

To implement this Policy, Sigg Group SpA has developed its own Integrated Management System for Quality, Environment, Safety and Social Responsibility, setting goals for improvement consistent with its nature and size.

What is stated in this Policy is the "reference framework" for identifying the goals and targets on which to plan specific improvement programs.

All this can be effectively implemented only by considering CONTINUOUS IMPROVEMENT as a "strategic goal" for our company that everyone will have to try to pursue.

These goals, in a dynamic system perspective, are constantly evolving and the Top Management's commitment is that of continuous improvement.

For this purpose, Sigg Group SpA has implemented and maintains, according to the international standards of reference, an Integrated Quality Management System compliant with the UNI EN ISO 9001 standard, an Integrated Environment Management System compliant with the UNI EN ISO 14001 standard, an Integrated Safety Management System compliant with the UNI EN ISO 45001 standard and an Integrated Social Responsibility Management System compliant with the SA8000 standard.

**QUALITY GOALS** The Top Management of the company identifies, in relation to the recipients listed below, the following corporate policy goals, which must be shared by all its employees, agents and collaborators:

- CUSTOMER

Improving customer satisfaction through:

- ✓ care of communication with the customer
- ✓ reduction of the number of complaints through their careful analysis
- ✓ full compliance with contractual requirements, especially the technical characteristics of the product, punctuality and accuracy of deliveries

- SUPPLIER

The consolidation of relationships with reliable suppliers to allow the company maximizing the benefits deriving from an in-depth knowledge of each other's needs.

- STAFF INVOLVED

The enhancement of human resources through:

- ✓ ongoing staff training
- ✓ improvement of the work environment

- SHAREHOLDERS

Continuous improvement of the services and performance offered and the financial results

- COMPANY

Continuous improvement of all management systems and procedures

Constant commitment to product innovation and market technology through:

- ✓ the measurement and improvement of process indicators
- ✓ the progressive elimination of inefficiencies and defects
- ✓ the introduction of technologies in the company in line with the times

**ENVIRONMENTAL GOALS** The Top Management of the company identifies as main objectives of the environmental policy, based on the areas:

- PRODUCT: eco-design approach, life-cycle-thinking, product certifications
- RAW MATERIALS: certified or recycled, "zero km", natural, biodegradable materials
- PACKAGING: reusable, biodegradable, optimized, sustainable materials
- SUPPLIERS: selection of suppliers based on environmental requirements, periodic environmental audits, active collaboration for the selection of materials with lower environmental impact
- TRANSPORT: transport optimization, use of vehicles with lower environmental impact
- ENVIRONMENTAL MANAGEMENT SYSTEM: ISO14001-certified environmental corporate system
- ENERGY: use of high-efficiency machinery, self-production of energy from renewable sources
- WATER: use of devices to reduce consumption, reuse of water
- SOLID WASTE: reduction of waste production, separate collection, packaging reuse
- ATMOSPHERIC EMISSIONS: emission control
- PROCESS MATERIALS: reduction of chemicals, selection of chemicals with lower environmental impact
- CULTURE: promotion of a culture of environmental sustainability within and outside the company

**HEALTH AND SAFETY GOALS AT WORKPLACE** The Top Management of Siggigroup SpA identifies as main goals of the occupational health and safety policy:

- Prevention of accidents, injuries, occupational diseases and damage to the health of workers, including third-party companies that work within the company, committing itself to continuous improvement of safety and health at the workplace
- Study and search for solutions (related to plant, product, process) in order to eliminate hazards and reduce risks for workers and in any case to safeguard the health of workers, third parties and the community in which the company works
- Management of the activities also with the aim of preventing accidents, injuries and occupational diseases, directing, for this purpose, the design, operation and maintenance, including cleaning works in the workplace, machines and plants
- Participation of the entire corporate structure, according to its own attributions and competences in the achievement of the set safety objectives
- Consideration of the aspects related to health and safety as essential contents when defining new activities or reviewing the existing ones
- Observance and compliance with the standards, applicable SSL regulations and other OSH requirements implemented by the company, including those voluntarily decided by the organization, concerning health and safety at workplace
- Guarantee of the consultation of the workers, also through the workers' safety representative, regarding the aspects of safety and health at workplace
- Training, information and raising awareness among workers to carry out their duties safely and to assume their responsibilities in the OSH context
- Dissemination of information on business risks to all workers
- Provision of training to workers and of the related updating with specific reference to the task performed
- Meeting quickly, effectively, efficiently and diligently to needs that may arise during work activities
- Promotion of cooperation between the various corporate resources, of collaboration with business organizations and with external bodies in charge

**SOCIAL RESPONSIBILITY GOALS** Siggigroup SpA has implemented an SA 8000 management system and undertakes to comply with and comply with all the requirements of the SA8000 Standard and other international instruments including the declarations and conventions of the United Nations for the protection of Human Rights and the Child, the conventions of the Agency of the International Labour Organization ILO, the standards indicated in the regulatory section of the Integrated Guidelines, comply with national laws, other applicable laws and other requirements implemented.

The Siggigroup SpA Top Management identifies as main objectives:

- continuous improvement of workers' health and safety
- optimization of working hours with respect for family, personal needs and any health emergencies
- guarantee of forms of recognition for the merits and results obtained

The specific goals will be defined annually by the Top Management during the review and will be disseminated to all employees and collaborators.

All interested parties can forward SA8000 claims to [spt@siggigroup.it](mailto:spt@siggigroup.it), to the certification body [tuv.ms@tuv.it](mailto:tuv.ms@tuv.it), to the accreditation body [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org) and also anonymously by mail to the Kind attn. of SPT at Siggigroup SpA – Via Vicenza, 23 – 36030 San Vito di Leguzzano (Vi) Italy. Siggigroup SpA guarantees confidentiality and implements a strict policy against any form of discrimination or retaliation towards claimers.

The Top Management believes that this Policy is appropriate to the purposes and context of the organization, is a reference framework for setting the goals in terms of Quality, Environment, Safety and Social Responsibility, includes the commitment to meet the applicable legal requirements and is based on the Risk Based Thinking. The Top Management undertakes to provide all the necessary financial, human, technical and infrastructural resources in order to achieve these goals.

These resources, if missing, are defined and quantified annually during the Top Management Review.

The Policy is reviewed annually during the Top Management Review and disclosed to everyone within the organization by posting it on the corporate bulletin boards and provided to the relevant third parties through publication on the corporate website.