

INTEGRATED QUALITY, ENVIRONMENT, HEALTH SAFETY and SOCIAL RESPONSIBILITY POLICY

Based on the type of production in which it specialises, the particular needs of its Customers and in view of the globalisation of the market, **La Leonessa S.p.A.** has set as its primary objective the continuous search for and improvement of Quality in all its forms, excelling in offering products and services that meet demands, with the aim of making high-technology products with an indispensable use of advanced know-how.

La Leonessa S.p.A. is committed to pursuing an integrated policy that places all the stakeholders and their requirements at the centre of its activities and to maintaining a documented integrated quality, environment, health, safety and social responsibility management system. The system's aim is to ensure the continuous improvement of processes and performance, as well as the satisfaction of all stakeholders (in particular customers, employees and suppliers), applicable requirements and regulatory provisions.

It is important to dynamically develop and manage all of our activities, creating an environment that stimulates all staff to perform to their full potential, even exceeding Customers' expectations.

La Leonessa S.p.A. is therefore committed to raising and increasing environmental awareness and creating the conditions for the effective involvement of its employees and suppliers.

In this regard, the Organisation carries out its activities by pursuing values considered fundamental for its operational excellence:

- Providing first-rate products and services that are continually improved and exceed Customers' expectations, constantly measuring the quality perceived by them.
- Fostering business growth through an approach based on risk management, considering positive, negative, internal and external factors within the organisation.
- Treating each supplier as an integral part of the overall ability to meet Customers' needs.
- Encouraging, training and helping all staff to fully develop their capabilities, promoting teamwork and individual initiative within a culture of empowerment.
- Being first in terms of quality, speed and reliability, accelerating the pace of all processes at all levels of the organisation, inspiring excellent team and individual performance, recognising and rewarding success appropriately.
- Ensuring equal opportunities without discrimination based on gender, religion, politics and ethnicity.
- Ensuring a healthy, safe and appropriate infrastructure and environment for the smooth operation of processes.
- Adopting technology process excellence and protecting intellectual property for all that is developed within the company.
- Continuous investment in the Company Brand through activities that keep it at the highest level of the market.
- Commitment to the protection of the environment, preventing pollution, which can take different forms and can affect various environmental aspects, both directly and indirectly.
- Monitoring and optimisation of resource and energy consumption, limiting the environmental impacts of our activities.

- Complying with legal requirements, our compliance obligations and all requirements signed up to, periodically verifying what is in place and any shortcomings to be remedied.
- Constant and open communication with all stakeholders, including customers, internal staff, suppliers and external competent authorities.
- The development of environmental awareness through the product life cycle approach in the development and execution of its activities.
- The adoption of the necessary measures to limit the occurrence of emergency conditions and any resulting environmental impacts.
- The prevention of occupational accidents, diseases and accidents through continuous training of workers and the provision of the necessary devices and procedures.
- Updating, as technically possible, prevention and protection measures in relation to organisational and production changes that are relevant to workers' health and safety.
- Raising awareness amongst all the stakeholders is of primary importance: employees, partners, customers, suppliers, public authorities, trade associations, trade unions, who are made aware of the commitments of this Policy.

The awareness of employees is continuously stimulated at every level in order to improve the level of responsibility for the environment, health and safety of themselves, their colleagues and third parties, including through ongoing training.

- **La Leonessa S.p.A** promotes dialogue and debate with all stakeholders, first and foremost with its own employees, who are called upon to collaborate and report problems regarding quality, the environment, and health and safety by maintaining adequate participation processes and tools to communicate company performance in a transparent manner.
- La Leonessa S.p.A. promotes the freedom of trade union association of workers and opposes any limitation of this right, both towards workers and workers registered in the union.
- The prevention of any form of discrimination among workers, for example based on age, sex, religion and ethnicity.
- Respect all staff with dignity and respect and does not tolerate any disciplinary practices such as mental coercion, physical coercion and verbal abuse.
- Ensure an anonymous reporting tool for any violation of our Code of Ethics.
- Do not resort to child labor, guaranteeing the candidates' suitability for work.
- Do not resort to forced or compulsory labor, maintaining compliance with all required requirements.
- Ensure dignity and respect for all staff, without any physical and mental punishment or verbal abuse.

This Policy is pursued by the Top Management of **La Leonessa S.p.A.** in order to allow the application, improvement and development of the Integrated Management System.

Moreover, the Top Management undertakes to ensure that the above is reviewed and updated at every change in the company's strategic guidelines, and that it is made available, as far as appropriate, to all stakeholders.

Giovanni Schinelli
Chief Executive Officer
La Leonessa S.p.A.