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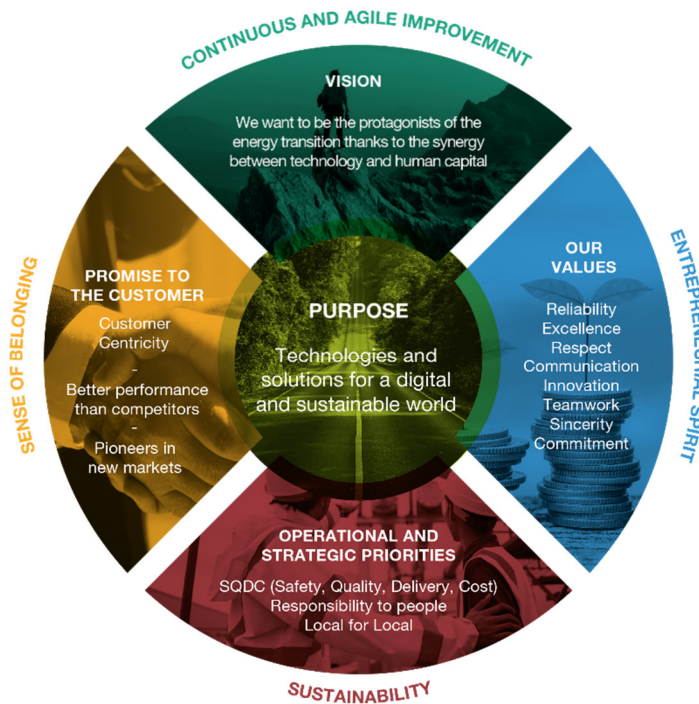
Pietro Fiorentini S.p.A.

considers **ESG criteria** (Environmental, Social and Governance) as an integral part of its business model. The company is committed to achieving **sustainable results**, by reducing its environmental impact, protecting workers' rights, with particular attention to health and safety issues, pursuing the principles of quality, transparency and business integrity. In particular

- believes that its employees are a key resource for the organisation; therefore, it sets itself the primary goal of ensuring their well-being and safeguarding their **health** and **safety** in the workplace;
- has always been committed to safeguarding the **environment**, which it believes is an essential factor for everyone's quality of life, as well as a fundamental characteristic for the quality of economic development;
- considers energy saving, **energy efficiency** and the improvement of the overall energy performance as fundamental objectives to be pursued to improve the environmental sustainability of processes and competitiveness;
- is aware that **quality** should be across the board and form a basis for all aspects of defining the strategies themselves;
- believes that the protection of corporate **information** from internal and external threats is fundamental to the protection of corporate information assets;
- guarantees the recognition and respect of workers' fundamental rights, in compliance with applicable laws and with a view to **corporate social responsibility**;
- provides adequate human, instrumental and financial resources necessary to pursue its objectives;
- endeavours to continuously improve its management systems in order to increase their performance and efficacy.

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What has been mentioned above and the commitment that Pietro Fiorentini S.p.A. undertakes towards all stakeholders, such as Customers, Shareholders, Employees, Suppliers, the Public Administration and, in any case, all structures operating in the local areas, form the basis for the definition of concepts contained in the **Vision** and **Mission**, that are available on the organisation's official website, in the **Corporate Compass** and in the **Values** charter as a general guideline.



Values:

- Reliability
- Excellence
- Respect
- Communication
- Innovation
- Team Work
- Sincerity
- Commitment

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HEALTH AND SAFETY

With regard to occupational health and safety, Pietro Fiorentini endeavours to:

- adopt and maintain a management system based on continuous improvement to monitor the activities carried out inside the organisation and ensure that the applicable legal requirements and those laid down by the Standard UNI ISO 45001:2018 are met;
- diffuse and implement said management system inside the organisation;
- identify specific responsibilities with regard to health and safety;
- assess the risks associated with the activities carried out and plan improvement actions aimed at eliminating the dangers and minimising the risks, involving all the stakeholders – also through consultation and participation of the workers' representatives;
- identify the training and information needs of its employees with the proper and prompt performance of specific activities through specific training plans and projects;
- make available work environments that contribute to the health and well-being of its employees;
- make available equipment and systems, used for business activities, which are compliant with current regulations and ensures that these features are maintained over time;
- carry out monitoring and prevention activities regarding the health status of its employees;
- ensure that any critical issue is promptly dealt with and that appropriate actions are taken to solve it and avoid recurrence;
- ensure that the necessary monitoring activities regarding compliance with the rules set forth are carried out by all parties concerned;
- review the performance of the management system, promoting its updating when needed;
- require that any external parties, when present in their pertaining areas, maintain a conduct that is in line with company rules.



PROTECTION OF THE ENVIRONMENT

Sustainable Development is a global and strategic environmental goal. It expresses the concept of a development that considers the need to safeguard both the natural environment and non-renewable natural resources for future generations. Pietro Fiorentini S.p.A. firmly believes that it has an important role in achieving this goal. The commitment to sustainable development is understood as maintaining legislative compliance, prevention and continuous improvement through:

- the control and improvement of the quality and quantity of emissions into the atmosphere;
- the optimal management of waste produced, promoting recycling or recovery where possible;
- the control and improvement of water drains;
- the containment of noise pollution;
- the involvement of all internal personnel and those who work on behalf of the company, so that everyone acquires environmental awareness and is able to contribute to a good overall result.

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QUALITY

When it comes to quality, Pietro Fiorentini S.p.A. endeavours to:

- listen to and interpret customers' needs and requirements in an international context, proposing innovative and cutting-edge solutions, in compliance with the regulations in force (e.g. Product Directives, specific for branded products);
- listen to and interpret employees' expectations of growth, proposing training and professional growth paths;
- improve the efficiency of internal processes, implementing "Lean Management" techniques and pursuing continuous improvement;
- propose policies of "partnership" with suppliers for common growth and development of new solutions;
- guarantee the harmonious and balanced development of the Company by implementing and maintaining a Management System in accordance with the standards UNI EN ISO 9001:2015, ISO/IEC 80079-34:2018, in accordance with the standard UNI CEI EN ISO/IEC 17025:2018 exclusively for the Chromatographic Analysis laboratory and in accordance with the standard UNI CEI EN ISO/IEC 17020:2012 exclusively for the Inspection Body in addition to the requirements of the Italian Accreditation Body.

- Ensure harmonious and balanced development of the Company through the implementation and maintenance of a Management System in accordance with UNI EN ISO 9001:2015, ISO/IEC 80079-34:2018, in accordance with UNI CEI EN ISO/IEC 17025:2018 limited to the Gas Chromatographic Analysis Laboratory, and in accordance with UNI CEI EN ISO/IEC 17020:2012 limited to the Inspection Body in addition to the requirements of the Italian Accreditation Body.

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ENERGY

In the field of energy Pietro Fiorentini S.p.A. undertakes to:

- apply criteria and methods that guarantee the optimal performance of production plants, conditioning of working environments, lighting and compressed air systems;
- use of energy efficient technologies for significant energy uses;
- rational use of energy by its personnel through the definition of good practices and the adoption of sustainable behaviour.

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INFORMATION SECURITY

With regard to Information Security Pietro Fiorentini S.p.A. is committed to:

- ensure that the organization and third parties collaborate in the processing of information by adopting procedures aimed at compliance with adequate levels of security and that they have full awareness of security issues;
- safeguard the Company's business continuity through adequate procedures for prevention and intervention in case of anomalies;
- ensure the organization is fully aware of the information it manages and assesses its criticality in order to facilitate the implementation of appropriate levels of protection;
- allow secure access to information to prevent unauthorized processing or processing carried out without the necessary rights;
- ensure that Corporate know-how is adequately protected and accessible only to those with the appropriate entitlements;
- monitor that access to company offices and individual premises is only by authorized personnel, ensuring the security of the areas and assets present;
- ensure compliance with legal requirements and the requirements of ISO 27001 and compliance with security commitments established in contracts with third parties;
- ensure timely detection and response to abnormal events, incidents and vulnerabilities of information systems in order to intercept external attacks to preserve the availability of services and information;
- safeguard the privacy and protection of personal data managed by the organization and third parties that collaborate in the processing of such data;



SOCIAL RESPONSIBILITY

With regard to social responsibility Pietro Fiorentini S.p.A is committed to ensuring that all activities of the organisation are carried out in compliance with:

- the requirements of the SA8000 standard;
- the international and national laws in force and the collective agreement applicable to its sector of activity;
- the provisions contained in the ILO (International Labour Organisation) conventions and the standards established by the UN on Social Responsibility.

In order to improve its relationship with all the interlocutors of the Company, Pietro Fiorentini wishes that the principles of the standard are understood and shared, not only by the Company itself, but also by all the suppliers/sub-suppliers and contractors/sub-contractors involved in the realisation of the products and activities carried out.

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The objectives of this expressed will are to:

- improve the company climate through greater involvement of workers in achieving the objectives of improving working conditions;
- consider its suppliers as partners, not only for the supply of goods/services but also with regard to the adoption of ethical behaviour;
- generate greater trust on the part of customers and social organisations, demonstrating respect for ethical and social principles;
- Improving relations with institutions by facilitating relations with the Bodies in charge of controlling specific fulfilments (welfare, assistance, safety control).

For this purpose, Pietro Fiorentini S.p.A. guarantees the respect of the following requirements:

1. Child labour: not employing or favouring the use of child labour and implementing any remedial actions.
2. Forced labour: not to employ or favour the use of forced or compulsory labour.
3. Health and Safety: guarantee all employees a safe and healthy workplace by meeting current legal requirements and those of the UNI ISO 45001:2018 Standard.
4. Freedom of association: respect the right of employees to join and form trade unions.
5. Discrimination: not to discriminate in any way.
6. Disciplinary practices: not to allow the use of physical punishment, physical and/or mental coercion, verbal and physical violence.
7. Working hours: to work in accordance with the law, the national labour contract applied and the internal agreements stipulated.
8. Remuneration: ensure that remuneration is commensurate with the skills of its personnel.

Mario Nardi

Chief Executive Officer