



# Company Policy

## FRIUL INTAGLI INDUSTRIES SPA

FRIUL INTAGLI INDUSTRIES SPA is one of the main manufacturers of custom-made furniture, guaranteeing its customers the best value for money.

By developing and implementing new technologies, combined with continual training for its collaborators, the Company intends to constantly improve its quality standards and to pursue policies for the sustainability and optimisation of resources and processes. For this reason, it has decided to adopt an Integrated Management System undertaking to:

1. organize and implement production processes through suitable planning guaranteeing respect for timing and quality, within the terms and methods agreed with the customer, guaranteeing maintenance of a stable qualitative and economic level, respecting the needs of all parties involved;
2. guarantee timely compliance with environmental laws and regulations applicable, prepare a periodical assessment of the risks and environmental impacts in order to find solutions for their improvement, check actions to protect the Environment in inspections integrated with those for occupational health and safety,
  - in the management of waste searching for opportunities to refuse, reduce, reuse and recycle waste
  - in the management of atmospheric emissions
  - in the use of wood products in compliance with environmental matters by purchasing certified materials to guarantee compliance with sustainability requirements
  - in its use of water resources, to help save them and improve the quality of surface water in the territory
3. acknowledge the importance of climate change and control of CO2 emissions undertaking to gradually reduce them in line with sustainable growth objectives
4. apply maximum commitment to reducing the dangers and relative risks for worker health and safety, committing to the consultation and participation of all workers and worker representatives, in order to:
  - prevent and reduce accidents and professional diseases for those present in the workplace for any purpose
  - guarantee that working environments are suitable, safe and ergonomic when activities are performed
  - check that the management system is compliant and implemented effectively through an auditing system integrated with the environmental one
  - protect the health of workers through health surveillance, its application and assessment
  - continually improve the management system, with a systematic approach to the "hierarchy of prevention and protection measures"
5. choose not to employ workers of below minimum legal working age and support and protect young workers in the work stages to protect their health, safety or morale;
6. choose not to use work that is forced, obliged or imprisoned
7. protect trade union liberty and collective contracting rights;
8. promote the right to have a decent wage, equalized for men and women and correct working hours, respectful of regulations, guaranteeing equal employment opportunities regardless of race, religion, gender identity, civil status, sex, age, political orientation, nationality, mental-physical disability, sexual orientation, ethnic group or other status;
9. guarantee that no collaborator can be, directly or indirectly, discriminated or harassed based on race, religion, gender identity, civil status, sex, age, political orientation, nationality, mental-physical disability, sexual orientation, ethnic group or other status;
10. implement and make sure others comply with company regulations respecting all regulations applying disciplinary measures in respect of the worker and transparency, guaranteeing that the sanctions foreseen do not include forms of psychological or physical coercion, threats and warnings. Each worker must be guaranteed the right of defence and response if he/she should be the target of disciplinary measures.
11. guarantee that overtime hours are voluntary and that workers who refuse overtime are not penalised. In some circumstances, well-defined by applicable legislation, overtime hours can be obligatory for a short period if agreed through worker representatives and trade union agreements.

FRIUL INTAGLI INDUSTRIES SpA acknowledges that the use (or improper use) of alcohol, drugs, smoking and other similar substances by workers negatively conditions their duty to perform their jobs efficiently and can have consequences on their health, their safety and that of others and on Company efficiency and productivity.

FRIUL INTAGLI INDUSTRIES SpA acknowledges the central importance of ethics when managing its business, always wanting to pursue its objectives with the maximum respect for reference standards, bodies appointed to check compliance, as well as customers, workers, suppliers, competitors or any other stakeholders. When implementing the above-indicated, founding principles and in particular in business ethics, the Company requires its administrators, workers, collaborators and any other party it has relations with to strictly comply with laws and regulations in force, with integrity, honesty, trust, transparency, responsibility and commitment with no personal conflicts of interest.

FRIUL INTAGLI INDUSTRIES SPA does not accept and condemns any form of bribery and corruption. Each manager, worker and collaborator and other stakeholders, are responsible for ensuring that the Company is not involved in any bribery and corruption. For that purpose, it is forbidden to promise, offer, directly or accept requests for sums of money or any other benefit from any party, public official or private counterpart, in order to induce them to perform or not perform any action they are responsible for.

FRIUL INTAGLI INDUSTRIES SPA undertakes to select collaborators, agents and suppliers of materials, products and services who are reliable and not affiliated to any government, and undertakes to pay them a suitable fee covering solely what is supplied.

FRIUL INTAGLI INDUSTRIES SPA, when implementing its objectives, undertakes to:

- involve stakeholders and promote trust and transparency in all business stages;
- sensitise on Policy commitments and, in particular, environmental aspects, energy savings the quality, occupational health and safety of company workers, suppliers, customers involving them in objectives and targets;
- motivate workers so that responsibility towards the environment, energy consumption, their own health and safety and that of colleagues is developed at all levels, even through training courses and information provided;
- promote the dialogue and exchange with all stakeholders considering their needs and expectations and activating suitable, transparent participation and communication tools;
- comply with current and future legislative requirements, both obligatory and voluntary, subscribed to in the field of energy use, health and safety, quality, the environment and respect for the social conditions of workers;
- guarantee the availability of all information and resources needed to achieve the general objectives and targets.

Top management establishes the general objectives and guidelines annually and undertakes to provide company departments with the tools and resources needed to pursue them.

The commitment of FRIUL INTAGLI INDUSTRIES SPA in the creation and development of Business Continuity is such as to have involved the entire organisation and to have informed and circulated the BC principles and operational methods including its values in the company policy.

FRIUL INTAGLI INDUSTRIES has developed a Business Continuity System to guarantee the continuity of supply for its customers and protect all company stakeholders.

Business Continuity is an indispensable factor for the protection of the Company's industrial and information assets, for future prosperity and to be able to suitably respond to reference market expectations and achieve the company objectives.

The company policy is circulated at all company levels and is available on the notice boards present in the different operating units.

**Inaco Maccan**