



ANTICA VALSERCHIO

SOCIAL, ENVIRONMENTAL AND SAFETY RESPONSIBILITY POLICY

Antica Valseserchio recognises the importance of the ethical principles of social, environmental and safety responsibility, and for this reason, Management is committed to ensuring that all company activities are carried out in full compliance with the following principles and in accordance with all applicable current regulations.

- Compliance with the law
- Respect for and appreciation of the person
- Environmental protection
- Security Policy
- Corporate reputation and credibility

COMPLIANCE WITH THE LAW

Antica Valseserchio undertakes to conduct its business activities in compliance with international, national, regional and community regulations in force. All employees are therefore obliged to comply with the regulations in force. Under no circumstances may the company's interest be pursued or fulfilled in violation of the law.

RESPECT FOR AND APPRECIATION OF THE PERSON

Antica Valseserchio recognises that respect for people is a fundamental principle of its policy and therefore promotes respect for the people's physical and cultural integrity and respect for their relationships with others. The company guarantees to provide working conditions that respect people's dignity and a healthy and safe working environment. The company enhances the skills of its staff by using training tools and refresher courses.

Through this Policy, the Company establishes in particular:

- ❖ The rejection of child labour;
- ❖ The rejection of forced labour;
- ❖ The rejection of practices that violate human rights such as discrimination (based on sex, race, language, religion, political opinions, personal and social conditions), disciplinary procedures involving corporal punishment or mental coercion, human trafficking;
- ❖ Respect for the principles of health and safety in the workplace;
- ❖ Freedom of association and the right to collective bargaining

The Company also undertakes to collaborate with partners (in any capacity) who share these values. It undertakes to terminate relations with collaborators who are not sensitive to the above issues. Lastly, it undertakes to deplore and penalise any conduct by its employees that is in breach of these fundamental principles.

ENVIRONMENTAL PROTECTION

The historical link with the local area makes environmental protection a guiding principle of Antica Valseserchio's activity. That's why the company is committed to:

- ❖ Assessing, controlling and minimising, where technically possible, the environmental impact of each aspect related to the organisation's activities, processes, products and/or services;
- ❖ Ensuring that the allocated human, financial or instrumental resources are adequate to achieve the objectives set;
- ❖ Ensuring that workers are sensitised and trained to carry out their tasks safely and to assume their health, safety and environmental responsibilities;
- ❖ Involving and consulting workers, including through their representatives, in the identification of risks and opportunities as part of context analysis processes;



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- ❖ Controlling and optimising, where technically possible, the collection and use of natural resources, energy and raw materials in a way that is compatible with the technological process;
- ❖ Controlling, optimising and minimising, where technically possible, the generation of waste by minimising the environmental impact of the product and its packaging;
- ❖ Designing new products, processes, activities, considering the environmental aspects related to them;
- ❖ Continuously improving processes and products to reduce the costs of 'non-quality' by favouring the best available technologies, where economically feasible and environmentally friendly;
- ❖ Selecting suppliers and designing processes, products and services with respect for the environment and the expected and reasonably foreseeable essential product safety requirements;
- ❖ Ensuring that all business processes are interconnected and consistent with the achievement of set objectives.

SECURITY POLICY

The organisation pursues, among its strategic and prioritised objectives, to continuously increase the level of safety and health of its employees in line with the following points:

- Improvement of health and safety conditions in the working environment;
- Achieving the highest level of workers' knowledge of health and safety issues;
- Reduction of unsafe behaviour and material prevention of workplace hazards.

Through this Policy, the Company establishes in particular:

- ❖ The maintenance of a Health and Safety Management System;
- ❖ Strict adherence to the requirements of existing and future health and safety legislation and evaluation of opportunities to improve safety levels while contributing to increasing the quality level of production processes.
- ❖ The guarantee that all workers are adequately informed and trained on the contents of this policy and on all health and safety issues both when they are recruited and throughout their time with the company;
- ❖ The placement of safety management among the core responsibilities of management;
- ❖ The provision of appropriate and adequate resources and means to implement the policy;
- ❖ The involvement and consultation of supervisors and all staff to obtain their commitment to respect and implement it;
- ❖ The seeking of continuous improvement in Corporate Security through periodic reviews of the policy and the related Management System.
- ❖ Furthermore, in defining this Company Policy for OSH, the Company ensures the consultation of the RLS and, where necessary, of the Interested Parties in the relevant field.

CORPORATE REPUTATION AND CREDIBILITY

For Antica Valserchio, reputation, credibility and constant growth are valuable intangible resources which must be preserved and protected. The Company believes that a good reputation and credibility favour internal and external relations, with customers, suppliers and public institutions. They also stimulate and favour the profitable market development of Antica Valserchio. Therefore, all employees must refrain from any behaviour that may damage the reputation and credibility of Antica Valserchio, and on the contrary, strive to improve and protect them. For this reason, the Company Management is committed to instilling this pride and spirit in its employees, in order to make a strong contribution to the very image of the excellence of Made in Italy in the world.

This Social, Environmental and Safety Responsibility Policy is communicated to all interested parties by posting it on the employee notice board and/or on the electronic portal. Management also undertakes to make available all necessary resources to implement, maintain and review this Policy.

Castelnuovo di Garfagnana, 15/10/2021



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