

COMPANY POLICY

OF THE INTEGRATED MANAGEMENT SYSTEM

Limonta Sport S.p.A. is committed to managing its activities by adhering to certain fundamental principles, in order to produce facilities that meet the requirements of current laws and defined by customers, while respecting the environment and the health and safety of workers. The company is constantly committed to pursuing sustainable development to protect future generations.

The Management establishes its Corporate Policy of the Integrated Management System as a priority orientation for the planning of corporate activities and constantly strives to ensure that these management principles are an integral part of its processes.

With this in mind, Limonta Sport S.p.A. has achieved certification of its integrated quality, environment, health and safety management system, ISCC Plus according to UNI EN ISO 9001, UNI EN ISO 14001, UNI EN ISO 45001 and ISCC Plus standards.

The company is also committed to energy and social responsibility certifications according to UNI EN ISO 50001 and the SA8000 standard.

The Organisation also has a Code of Ethics, an Organisation and Management Model adopted and effectively implemented relating to environmental and safety offences pursuant to Legislative Decree 231/01 as amended.

PRINCIPLES

Limonta Sport S.p.A.'s commitment is therefore aimed at:

- ❖ Operate in full compliance with both customer and mandatory requirements applicable to its products and processes;
- ❖ Keeping its processes monitored through specific internal performance indicators in order to continuously improve its performance with regard to product and service quality, environment, health and safety, sustainability, social responsibility and energy;
- ❖ Preventive evaluation of decisive aspects of Quality, Environment, Health and Safety, Social Responsibility, Sustainability and Energy in the realisation of new products, plant and structural modifications;
- ❖ Identify the functions that constitute the reference for the entire organisation in the action of risk prevention and management;
- ❖ Ensuring the availability of the resources (material, financial, technological, IT, human) necessary to achieve the objectives and their proper and efficient management;

- ❖ Optimising one's own processes, aimed at improving their effectiveness and efficiency;
- ❖ Involve and consult staff and stakeholders through information, education, training and recurrent awareness-raising, ensuring the dissemination of information within and outside the organisation;
- ❖ Promote a sense of responsibility among employees at all levels and ensure that are adequately trained in quality issues, environmental impacts and energy efficiency arising from their activities, and a culture of occupational safety and sustainability;
- ❖ Ensure constant information and supervision of the personnel of third party companies, so that their services take place in compliance with the law and in accordance with the corporate guidelines of the Integrated Management System and the Corporate Organisational Model.

COMMITMENTS

QUALITY

- ❖ Delivering products that meet customer requirements on a regular basis, including by adopting of innovative technologies;
- ❖ Increasing customer satisfaction through effective application of the management system, including processes for continuous improvement;
- ❖ Monitor the technical, technological, administrative and human factors that influence quality to ensure continuous improvement;
- ❖ Ensuring the confidentiality, integrity and availability of information to its customers.

ENVIRONMENT

- ❖ Promoting the saving and protection of resources and environment;
- ❖ Take the necessary measures to prevent and manage environmental emergencies;
- ❖ Prioritise pollution prevention rather than pollution abatement to valley of activities;
- ❖ Optimise the use of resources, including energy and water, and pursue the reduction of waste produced, including through the adoption of recovery practices;

- ❖ Develop and use technologies and new products that are environmentally friendly and eco-sustainable due to their low consumption of energy and natural resources, limited emissions and waste production.
- ❖ Ensure and promote continuous improvement, including through the monitoring of environmental performance indicators.

ENERGY

- ❖ Promote energy savings by reducing specific energy consumption per product/service unit through the implementation of energy efficiency measures, including by investing in energy-efficient technologies and the promotion of responsible behaviour by all personnel;
- ❖ Establish, maintain and regularly monitor energy performance indicators (EnPIs) to assess progress, identify areas for improvement and ensure continuous improvement of performance and the management system;
- ❖ Promoting investment in energy-efficient technologies and solutions by constantly evaluating market opportunities, starting with the design of new plants and processes;
- ❖ Involve suppliers in finding energy-efficient solutions and reducing energy consumption throughout the supply chain;
- ❖ Integrating energy management with other corporate management systems (quality, environment, health and safety) to maximise benefits and synergies.

HEALTH AND SAFETY

- ❖ Promote the prevention of occupational accidents and diseases;
- ❖ Eliminate, where possible, hazards, control and reduce risks through periodic maintenance of facilities, and the development of prevention, protection, defence and intervention tools;
- ❖ Take the necessary measures to prevent and manage occupational health and safety emergencies;
- ❖ Provide their workers with safe and healthy working conditions to prevent work-related injuries and illnesses and ensure that facilities are designed and operated to minimise risks to workers' health and safety;
- ❖ Adopt monitoring and risk assessment actions in order to eliminate hazards and significantly reduce the likelihood of accidents, injuries, occurrences or other non-conformities, with a goal of zero accidents;

- ❖ Pursue the empowerment and involvement of staff at all levels in the process of preventing accidents and injuries and protecting workers' health and safety, by encouraging the reporting of hazardous situations, near misses and opportunities for improvement;
- ❖ Ensure and promote continuous improvement, including by monitoring health and safety performance indicators for workers.

SUSTAINABILITY

- ❖ Promoting the dissemination of a culture of sustainability as an integral part of corporate business;
- ❖ Promoting traceability and sustainability raw materials, intermediate products and final products according to the ISCC Plus standard;
- ❖ Investing in research and development to make technologies available to customers cutting edge, for Sustainable Innovation;
- ❖ Paying constant attention to the issue of Climate Change, through the reduction of greenhouse gas emissions and the continuous search for solutions to reduce energy consumption in our production processes;
- ❖ Commit to efficient use of natural resources, minimising waste and promoting Circular Economy and recycling in all our activities;

SOCIAL RESPONSIBILITY

- ❖ Combating child labour: do not use (or encourage the use of) child labour; establish, where necessary, procedures for the rehabilitation of children found working in situations that fall under the definition of child labour, providing, in particular, support for school attendance; never expose children and young workers to situations that are dangerous, unsafe or harmful to health;
- ❖ Combating bonded labour: not using or encouraging the use of bonded labour;
- ❖ Promote collective bargaining: respect the right of workers to join and form trade unions of their choice and the right to collective bargaining; ensure that trade union representatives are not discriminated against in the workplace and that they can communicate with their members;
- ❖ Anti-discrimination: not to discriminate on the basis of race, class, territorial/national origin, religion, disability, sex, sexual orientation, trade union membership or political affiliation, age; not to interfere with the right of staff to follow principles or practices

related to religious beliefs; not allowing behaviour, including gestures, language or physical contact, that is sexually coercive, threatening, abusive or exploitative;

- ❖ Guarantee not to use or encourage corporal punishment, mental or physical punishment, verbal violence, bullying at work;
- ❖ Adherence to working hours as stipulated by applicable laws, the CCNL and industry standards;
- ❖ Supporting fair pay: ensuring that legal minimum wages are respected, so that wages still meet basic needs and that a part of the income remains available; ensuring that the pay slip is clear and understandable to all; ensuring that pay is paid according to legal requirements and in the most convenient way for workers;
- ❖ Facilitating the reporting of any type of complaint by stakeholders concerning non-compliant elements of the standard and policy;
- ❖ Work with their suppliers to implement a Social Policy that, through increased awareness, leads to improved working conditions for employees.

All employees are called upon to make the utmost effort to transpose this Policy and to implement it.

The Management is committed to periodically reviewing the contents of its Policy in order to adapt it to internal and external changes in the organisation, including legislative changes and those arising from customer requirements.

Cologno al Serio, 06/02/2025

The Employer

John Nico G.

A handwritten signature in black ink, appearing to be 'JN', written over a horizontal line.

The Delegated Manage

Claudio Colombo

A handwritten signature in black ink, appearing to be 'CC', written over a horizontal line.

Francesco Lavorato

A handwritten signature in black ink, appearing to be 'FL', written over a horizontal line.