

Monsano (Ancona), 23 aprile '21

ENVIRONMENTAL, HEALTH, SAFETY AND SUSTAINABILITY POLICY

“Lazzerini is committed to environmental protection, employee health and safety, compliance with legal requirements and other obligations, pollution prevention, efficient use of energy, water and other natural resources, and reducing the environmental impact of our products and supply chain. Our commitment is realized through a strategy of continual improvement of our environmental, health and safety management systems, programs, and operations to enhance performance and teamwork.”

The foundation for achieving our commitment is based on:

- Integrating Environmental, Health, Safety and Sustainability elements into overall business strategy and supply chain management;
- Striving for the prevention of pollution and the prevention of work-related injury and illness by maintaining environmental, health and safety management as core values;
- Reducing EHS risks by minimizing environmental impact and eliminating health and safety hazards;
- Providing leadership and commitment for environmental, health and safety improvement through management example, the consultation and the participation of employees and their representatives, and employee training and empowerment;
- Developing and utilizing environmentally acceptable, safe, sustainable and efficient production methods and processes;
- Implementing efficient use of energy, reducing greenhouse gas emissions and supporting climate change initiatives;
- Reducing the use of chemicals and raw materials, as well as waste generation; • Conserving energy, water and other natural resources in our operations and facilities;
- Striving to continually lessen the environmental impact of, and improve the performance of our products;
- Communicating policies and expectations to all our employees, customers, suppliers, other stakeholders and the public; and
- Supporting communities where we do business and fostering community outreach and active engagement.

Innocenzo Carbone
Ceo Lazzerini Group

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QUALITY POLICY

*“To delight and surprise our customers through a strategy of continuous improvement and teamwork:
Lazzerini is dedicated to establishing the highest industry standards
for quality, value, service and technology... relentlessly advance”*

The foundation for achieving our commitment is based upon:

- Recognizing and understanding the requirements of our internal and external customers;
- Developing and implementing processes for Design, Engineering, Manufacturing, Administration and Quality that support the elimination of waste and the prevention of problems; and
- Effectively utilizing the creative talents of our employees and suppliers.
- Relentlessly

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GLOBAL LABOR STANDARDS

Lazzerini considers its employees to be its most important resource and is committed to treating all employees with dignity and respect. In each location where Lazzerini conducts business, it complies with local laws governing the employment relationship. Additionally, Lazzerini is committed to recognizing the following human rights and labor principles throughout its global organization.

Child Labor

The Company does not employ children under the legal age for employment in any location.

Forced Labor

The Company believes that all employees should have the right to voluntarily elect whether to be employed by the Company. The Company will not use forced or involuntary labor of any kind or tolerate physically abusive disciplinary practices.

Harassment and Discrimination

The Company is committed to providing all employees with a professional working environment which is free from unlawful forms of discrimination and harassment. The Company strives to make all employment decisions based on the facts and individual merit. See EEO Policy and Harassment Free Workplace Policy.

Health and Safety

The Company will provide and maintain for all employees a safe and healthy working environment which meets or exceeds applicable local standards for occupational safety and health. See Environmental, Health and Safety Policy.

Corrupt Business Practices

The Company is committed to conducting business ethically throughout the world. The Company prohibits giving or promising to give anything of value to employees or representatives of foreign governments or governmental agencies, political parties, political candidates, or customers for the purpose of obtaining or retaining business.

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VALUE STATEMENTS

We will:

- Treat all individuals with dignity and respect,
- Conduct our business ethically, and
- Continually strive for excellence.

We will continually focus on our customers' needs and expectations.

We will provide our employees, our most important resource, with an environment that:

- Allows individuals to reach their full potential through education and career opportunities,
- Encourages active participation, and
- Is safe and clean.

We will treat our suppliers with respect and encourage long-term relationships.

We will be good corporate citizens, value the environment and actively participate in our community.

We will balance resources to maximize shareholders' return on investment.

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