

# INTEGRATED POLICY

Mario Cucchetti Tessuti Srl, a leader in the manufacture of knitted fabrics, has always been geared towards fully satisfying its customers and promoting "Made in Italy" throughout the world.

Mario Cucchetti Tessuti Srl sets out in this Policy document the content of its mission for the development, implementation and continuous improvement of the performance of its integrated management system, as a determining factor for its image and reputation.

The Policy constitutes the basis on which Mario Cucchetti Tessuti Srl defines its commitments and identifies its improvement objectives, and must be updated in relation to the organisational and legislative changes that become necessary in the socio-economic context in which it operates.

Mario Cucchetti Tessuti Srl also undertakes, by making human, instrumental and economic resources available, to pursue the objectives of improving quality, the environment and organisational well-being, as an integral part of its activity and as a strategic commitment with respect to the company's aims.

## **Commitment to Quality, Health, Safety and the Environment**

In order to ensure the continuing adequacy and effectiveness of this document, so that the design and performance of activities, workplaces and operating methods are managed in such a way as to safeguard the health, safety and well-being of workers, the environment, corporate assets, third parties and the community, and to comply with the laws and regulations applicable from time to time;

Mario Cucchetti Tessuti Srl undertakes to:

- formulate objectives for continuous improvement of quality performance, to assess in advance the environmental aspects of all new activities and all new processes, the effects of activities already under way on the local environment, and to examine all significant impacts of such activities on the environment in general and the potential risks connected with pollution;
- keep active and up to date the management and surveillance procedures for the constant monitoring of compliance with the rules on contractual treatment, on the health and safety of personnel, on respect for the environment, and on the interventions to be carried out where non-conformities, anomalies or emergencies are identified;
- activate dedicated communication channels with the health authorities for the management of public-emergency situations;
- comply with the legislation, requirements and mandatory regulations applicable to its products and services, environmental aspects and health and safety;
- promote training, information and awareness-raising activities, involving all company personnel and making them aware of their individual obligations and of the importance of every single action of theirs in achieving the expected results;
- communicate with interested parties internal or external and involve them, activating appropriate communication channels internally or externally, ensuring cooperation with the public authorities

in order to establish and update whatever is necessary in relation to the various authorisations that may be required;

- encourage and involve suppliers in the adoption of appropriate management systems and personnel training in order to establish with them mutual benefits in terms of quality, respect for health and safety and the environment;
- ensure and encourage the consultation and participation of workers and their representatives;
- prohibit any type of work which, by its nature or by the conditions under which it is performed, may compromise health, safety, integrity or morality (clean and safe workplaces, access to drinking water, sanitary facilities, etc.);
- prohibit any conduct contrary to dignity and well-being at work, especially practices contrary to labour-market regulations, with particular attention to remuneration and the right to a decent income, to working hours (maximum number of working hours, breaks and rest periods) and to working conditions;
- prohibit any form of discrimination, in particular racial, ethnic and gender discrimination, or discrimination associated with disability;
- prohibit any form of psychological harassment, especially sexual harassment and forms of intimidation;
- disseminate the principles of the integrated Quality and Environment system so that they are known and pursued by all personnel and sub-suppliers. It is the duty of management to transmit such awareness through awareness-raising initiatives and by displaying the policy statement in the workplaces;
- monitor suppliers through the 4SUSTAINABILITY protocol, with particular reference to the chemical risk associated with externally performed processing operations.

### **Commitment against corruption**

Mario Cucchetti Tessuti Srl adopts all necessary measures aimed at preventing, identifying and sanctioning the commission of acts of corruption or influence-peddling in the context of their activities.

Mario Cucchetti Tessuti Srl also requires its partners and suppliers to observe the same principles and to adopt adequate measures to prevent, identify and govern any act that may be assimilated to corruption or influence-peddling. This includes the prohibition of so-called facilitation payments or other benefits granted to public officials in order to expedite their ordinary actions.

Any gifts or invitations, whether offered or received, must be reasonable in nature and value, must be offered and accepted with complete transparency, must be occasional, must not be offered during negotiations, tenders or competitive bidding, must be offered in a work context and without expecting anything in return, so that they cannot be used to commit acts of corruption or influence-peddling.

## Commitment to the prevention of alcohol and drug abuse

Mario Cucchetti Tessuti Srl promotes a safe, healthy and productive working environment for all employees. To ensure these standards, the company adopts a zero-tolerance policy towards the use and abuse of alcohol and drugs during working hours and on company premises.

### Principles and rules of conduct

**Prohibition of consumption:** It is prohibited to consume, possess, distribute or be under the influence of narcotic substances or alcoholic beverages during working hours or in any company area.

**Exceptions:** The only exception consists in the moderate consumption of alcohol during company events approved by management, where conduct must remain in line with professional standards.

**Reporting obligation:** Employees who suspect behaviour connected with the abuse of alcohol or drugs must report it immediately to their supervisor or to the Human Resources office, while respecting the privacy and dignity of the person concerned.

**Tests and checks:** In compliance with the legislation in force, the company reserves the right to request specific tests in cases of well-founded suspicions, especially in roles requiring a high level of safety.

### Consequences of violation

Any violations of this policy will be treated with the utmost seriousness and may result in disciplinary measures, up to and including the termination of the employment relationship, in accordance with the applicable collective bargaining agreement and statutory provisions.

### Support and prevention

Mario Cucchetti is committed to providing support to employees who recognise that they have difficulties related to the abuse of alcohol or drugs. The company encourages voluntary requests for help through assistance and counselling programmes, guaranteeing the utmost confidentiality.

Management has therefore established the development, implementation and continuous improvement of an Integrated System in compliance with the standards UNI EN ISO 9001:2015 and UNI EN ISO 14001:2015, consisting of the organisational structure, processes, resources and documentation necessary to achieve the objectives set out in the company's policies and strategies. This policy must be implemented by all personnel, at every level of the company.

20 December 2024

Management

