

Bonaudo aims for **excellence**

In pursuing this goal, the Company constantly invests in accurate management and organizational, product, and process innovation in order to increase the level of satisfaction of its customers and all stakeholders, through products of absolute qualitative level, the reduction of environmental impacts (linked with energy and water consumption, and with the emission of polluting substances into the atmosphere, wastewater, and waste), constant attention towards the health and safety of people, and ensuring the highest social performance for the benefit of workers, the territory, and other stakeholders.

In this context, the General Management of Bonaudo adopts a policy that places the customer at the center of its activities, committing itself to the continuous improvement of all company processes and aiming towards increasingly competitive solutions, environmentally and socially suitable and capable of ensuring worker safety. The policy pursued by Bonaudo influences all functions and company processes and is communicated to all those involved in these functions and processes (whether internal or external to the company).

The Management therefore commits to pursue the following objectives:

1. **Systematically Strengthen Its Market Image and Reputation:**
 - By best following its current and future clientele around the world,
 - By expanding towards qualitative and environmental excellence its product/service portfolio, with particular attention to the sustainable use of natural resources, pollution prevention, and the elimination of dangerous and polluting products, committing to request and respect the latest versions of PRSL and MRS� issued by customers or recognized organizations.
2. **Fairly and Equitably Manage the Requests and Satisfaction of All Stakeholders, Including Customers, Employees, Suppliers, Public Entities, Social Context.**
3. **Respect Contractual Commitments and Legal Terms Regarding:**
 - Product requirements,
 - Regulations on safety and health at work and environmental regulations,
 - Social responsibility codes and CCNL, respect for the Constitution and the Workers' Statute.
4. **Ensure Ethical, Fair, and Non-Discriminatory Behaviors in Its Activities and Interactions with Stakeholders with Reference to:**
 - Social responsibility towards work protecting minors and countering forced labor practices in all entities of its supply chain,
 - Representation of workers, protecting their contractual rights including the freedom to engage in representation and association activities,
 - Work-life balance of employees, valuing human resources as an essential pillar of company activities through training activities,
 - Development of the sector and the community.
5. **Communicate and Inform Stakeholders About the Pursuit of These Objectives, Ensuring a Joint Commitment to Their Achievement.**

The policy is made known to all stakeholders through various means, including publication on the company website, display on bulletin boards in common areas, organization of training sessions for employees, and activation of awareness and active participation initiatives for employees.

To this end, an Integrated System has been defined and is constantly renewed in compliance with UNI EN ISO 9001, 14001, and 45001 standards, as well as in accordance with the principles of the UNIC Code of Conduct and Social Responsibility, the Bonaudo Spa Code of Ethics, and the indications contained in the LWG protocols.

General Management, 1 November 2023

