
COMPANY POLICY

The Vetreria di Borgonovo S.p.A. Group has prepared the following Policy in order to promote and ensure the continuous improvement of its Corporate Management System (Quality, the Environment, Energy, Food Safety, Workplace Safety, MID, Gender Equality, Social Responsibility).

The Management Team believes that keeping the Corporate Management System efficient - in terms of sustainability, saving energy, risk management, innovation, customer service, and monitoring costs and consumption - is an indispensable factor in keeping the Group competitive and being able to respond to the needs of the market as well as interested parties.

Given these principles, taken as fundamental factors, the Group promotes:

- using the human, financial and technological resources needed to comply with the legislation in effect and applicable regulations;
- involving and raising the awareness of human resources through training, education, incentives, and enhancing skills and abilities;
- scheduling and monitoring activities with such criteria as energy efficiency and sustainability;
- establishing a Supervisory Body to continuously monitor the Model;
- creating a Food Safety Group to control and improve those processes which have an impact on food safety;
- creating a corporate Equal Opportunities Committee;
- implementing all the measures necessary to ensure plant processes are monitored, promoting the use of alternative and renewable sources of energy;
- compliance with every metrological requirement applicable to the materialized capacity measures produced by the Group by implementing and monitoring a manufacturing process control system;
- involving every stakeholder, employee, customer, supplier, partner, shareholder, institution, union and external party of the local community;
- running fact-finding analysis and studies to identify and contain environmental impacts and energy consumption;

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- implementing a risk management approach aimed at preventing and reducing the risks connected to processes regarding every aspect of the supplied products;
 - constantly monitoring energy consumption in order to continuously improve energy efficiency;
 - paying attention to handling potential emergency situations and incidents that might have an impact on products and processes;
 - adopting specific, measurable, comparable process indicators and Energy Performance Indicators (EnPIs) to pro-actively deal with any critical issues;
 - protecting corporate assets, safeguarding sensitive data and the security of information systems;
 - considering energy consumption, as well as performance and quality aspects, as a key factor when designing new products, processes and installations;
 - continuous improvement in performance.

Specifically, the Group's Management Team ensures:

- continuous attention is paid to the various client needs, and in particular those concerning product quality and food safety requirements;
- energy consumption is analyzed, as well as performance and quality aspects, as a key factor when designing new products, processes and installations;
- human and financial resources are managed carefully;
- energy is managed effectively;
- a culture of Gender Equality is created on the basis of a human capital strategy, which is absolutely fundamental in order to ensure performance based on talent and sustainability;
- positive working relationships based on mutual trust are established and maintained with suppliers in order to ensure that their products and services meet quality and food hygiene expectations, together with the best possible energy standards;
- a culture of Sustainability, in terms of quality, hygiene and food safety, is disseminated at every level and with the most appropriate methods;
- the company's economic goals align with social, environmental and energy goals by generating value for the company, for stakeholders and for the region;

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- complaints and non-compliance issues are analyzed in a timely and appropriate way;
 - the best technologies in the sector are used and adopted;
 - appropriate measures are taken to prevent injuries, accidents and occupational diseases;
 - the environmental impact is progressively reduced;
 - bio-diversity is safeguarded;
 - freedom of association;
 - equal opportunities for growth and improvement;
 - professional commitment is recognized;
 - compliance with the remuneration criteria established by legislation and bargaining;
 - the conditions exist for the physical and mental well-being of employees;
 - the absolute ban on the use of underage and child labor;
 - the lack of recourse to disciplinary practices;
 - resources are treated equally, avoiding any form of discrimination and promoting individual characteristics;
 - corruption, in any form, mode or place, will not be tolerated.

The Group is aware that, only by implementing and continuously improving the Management System (i) will the available resources be used in the best possible way, (ii) will wasted time, resources and materials be minimized, and (iii) will employee motivation, collaboration and commitment be able to reach the highest levels of excellence. This is, then, a commitment to creating a working environment with equal opportunities, regardless of gender, throughout the entire cycle of a person's selection, management, development and career.

The Management Team expects every interested party to:

- distribute and disseminate this Policy;
- undertake to meet all the requirements provided for by law, provision or regulation;
- contribute to improving the effectiveness of the Corporate Management System, which is understood to be a dynamic, preventive tool under constant change.



This Policy is available to the public at the corporate websites, www.borgonovo.it and www.decover.it. Personnel have access to it through company noticeboards and the policy is discussed in training activities.

The Chairman