

QUALITY, ENVIRONMENT AND SAFETY POLICY

Profilpas S.p.A. believes that quality, health and safety compliance, environmental sustainability, innovation, competitiveness and social responsibility represent the key elements of a company's success.

Profilpas S.p.A. wants to improve and consolidate its leading position in the development, production and marketing of profiles for floors and coverings, skirting boards, matt barriers, shower channels and solutions, supports for outdoor raised floors.

To achieve this goal, with long-lasting and sustainable results, the Company Management has defined the QHSE Policy described in the following principles, which must be applied by Profilpas S.p.A. with management systems that meet the requirements of regulatory standards.

QUALITY CULTURE AND ORIENTATION, ATTENTION TO SATISFACTION AND THE NEEDS OF CUSTOMERS AND STAKEHOLDERS

- Know, understand and satisfy the internal and external needs of customers and stakeholders.
- As key indicators of our success, we consider the satisfaction, esteem and loyalty of customers and stakeholders towards our company and our products.
- Develop and maintain solid and constructive collaborative relationships with suppliers, customers, operators, trade associations, local communities, scientific and technical institutions, etc. in order to establish mutual benefits.
- Communicate our Policy using information activities, training sessions and awareness campaigns to employees, customers, suppliers and, where appropriate, other interested parties of the company.

HEALTH AND SAFETY CULTURE

- Safeguarding the health and safety of employees and stakeholders is a key duty for the long-term success of the company, pursued with constant investment in resources, improving products performance in compliance with mandatory and voluntary standards and relevant legislation.
- Promote regulatory compliance and legislation and, where possible, apply continuous improvement in its management and performance.
- Develop and implement a health and safety management system to support the prevention of injuries and illnesses by managing health risks.
- Improve safe behavior by working on safety culture.
- Raise awareness and involve, through information, education and training, the entire organization to achieve health, safety and environmental objectives.
- Periodically consult workers, through their representatives in order to maintain adequate levels of awareness of the risks and possible environmental impacts associated with their behavior.
- Maintain relationships with the local community and public bodies based on transparency in communications and collaboration.

RESPONSIBILITY TOWARDS THE ENVIRONMENT AND THE COMMUNITY

- Safeguarding natural resources throughout the life cycle of our products and planning activities aimed at environmental sustainability and social responsibility.
- Developing and implementing an environmental management system to support pollution prevention, minimizing environmental impacts and the effective use of resources in relation to its activities, products and services in accordance with compliance obligations.
- Minimizing the use of new raw materials that are hazardous to humans and the environment, focusing on eco-friendly ingredients and avoiding highly toxic materials.
- Measuring and documenting performance using life cycle assessment methodology, environmental product declarations and sustainability reports.

COMMITMENT TO IMPROVEMENT AND INNOVATION

- Anticipate market developments, always be at the forefront.
- Integrate the attitude to improvement into the corporate culture, understood as the development of employee knowledge and skills and as innovation of products and services.
- Provide information and training activities for staff, operators and customers.
- Perceive the needs of installers, arising from daily problems to transform them into new products capable of solving them.

FOCUS ON PROCESSES, GOALS AND RESULTS

- Management of processes and evaluation of their adequacy in order to ensure the achievement of objectives with an efficient use of resources.
- Making decisions based on the analysis and evaluation of data and information relating to the market situation, the performance of processes and products.

STAFF GROWTH AND ENGAGEMENT

- Train, engage and qualify employees to work independently and responsibly to create "team spirit" and value for the company and customers.
- Engage and consult workers on daily health and safety conditions.

BEHAVIOR COMPLIANT WITH THE ETHICAL CODE

- Comply with the principles expressed in the Code of Ethics, which constitutes the Group's "value charter", to which all employees must refer when conducting activities and relationships with interested parties (customers, suppliers, consultants, public administration, employees, etc.).
- Operate in compliance with these principles in all countries where the company carries out its business and extend these principles along our supply chain.

Cadoneghe, October 30, 2024

Enrico Barison
CEO
