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1. Management commitment and continual improvement

Gemmar S.r.l. aims to ensure a product that satisfies consumers' needs, in compliance with current regulations, in terms of both product quality and safety, through professionalism and strict controls performed during the production process, from selection of the raw materials to supply of the finished product, and of respect for the environment, ethics and workplace health and safety, by complying strictly with the requirements of applicable regulations.

The Integrated Management System and the supporting documentation have been prepared to satisfy customers' implicit and explicit needs and have been implemented in compliance with the UNI EN ISO 9001:2015, UNI EN ISO14001:2015 and UNI ISO 45001:2018 standards.

With this policy document, Gemmar S.r.l. undertakes to:

- ✓ Ensure this policy is appropriate to the purposes, dimensions and situation of the company;
- ✓ Maintain a certified Company Integrated System and ensure compliance with all national and international regulations (promptly adapting to any reviews), with particular reference to those on Work Health and Safety (WHS) and Environment (environmental impact assessment, waste disposal and emissions);
- ✓ Perform activities for the continual improvement of quality and environmental sustainability and WHS conditions, establishing methods, plans and benchmarks to optimise production processes and cycles;
- ✓ Provide the necessary resources for functioning of the IMS and for achievement of its objectives;
- ✓ Promote, favour and encourage the utmost involvement, consultation and participation of the entire workforce (and its representatives) in the efficient and effective application of the IMS;
- ✓ Raise workers' awareness to ensure they carry out their duties in safety and understand the concept of environmental sustainability, to ensure they are able to assume their WHSE responsibilities and participate in achievement of the company's objectives;
- ✓ Raise the awareness of internal and external collaborators of the need for continual improvement in all activities, guaranteeing the conscious application of the company quality and WHSE policy;
- ✓ Constantly monitor the degree of customer satisfaction and loyalty, in order to improve external perception of quality, prevent complaints and comply with delivery times, providing the customer with a high-value product and service;
- ✓ Periodically qualify and assess suppliers, making them aware of the company policy and involving them in management of environmental performance, in ensuring safe and healthy working conditions and in their commitment to complying with the IMS;
- ✓ Introduce control, continual improvement and nonconformity prevention and elimination tools (minimise rejects, thus avoiding complaints, returns and the problems associated with product conformity and poor quality, also in order to reduce the production of waste);
- ✓ Improve the skills and involvement of the company's human resources, by encouraging participation and sharing of the integrated system objectives through training, retraining, supervision and efficient communication;
- ✓ Provide safe and healthy working conditions, in order to avoid work-related injuries and illnesses;
- ✓ Improve its environmental impacts and use of resources, by planning and implementing the correct use of energy sources, through choice of the best technologies available;
- ✓ Improve prevention of the pollution risk, working to protect the environment, including the prevention of pollution and other specific commitments relating to the company situation, and promoting and offering FSC certified products;
- ✓ Implement prevention policies for reasonably predictable environmental emergencies;
- ✓ Reduce work-related injuries and illnesses, by eliminating hazards and reducing WHS risks, minimise the environmental impacts associated with specific aspects identified in company processes and assessed throughout the entire expected life cycle;
- ✓ Adopt and also promote ethical conduct of company suppliers, including:
 - ❖ No use and no facilitation of use of child labour;

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- ❖ No use of forced or compulsory labour of any kind;
- ❖ No discrimination of any kind, avoiding different treatment based on race, social class, ethnic origin, birth, religion, disability, gender, sexual preference, family responsibility, civil status, trade union membership, political opinions, age or any other condition that could result in discrimination;
- ❖ No application of disciplinary actions, other than those permitted by the collective employment contract of their sector;
- ❖ Compliance with the working hours established by the collective national employment contract and any trade union agreements;
- ❖ Application and promotion of compliance with the minimum salary established by collective employment contracts.

Management has committed to implementing the criteria that govern the Chain of Custody (CoC) and has adopted the current version of standard FSC STD 40-004.

It has expressly committed not to be involved, directly or indirectly, in the following activities:

- a) illegal logging or the trade in illegal wood or forest products;
- b) violation of traditional and human rights in forestry operations;
- c) destruction of high conservation values in forestry operations;
- d) significant conversion of forests to plantations or non-forest use;
- e) introduction of genetically modified organisms in forestry operations;
- f) violation of any of the ILO (International Labour Organisation) Core Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, and has committed to:
 - obtain and maintain Chain of Custody certification, in order to guarantee the origin of wood products;
 - guarantee the providing of information and training to all employees involved in activities that guarantee traceability of FSC material.

GEMAR srl supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

Quality creates reputation and reliability. At Gemar, all participants in the Value Chain must be committed to ensuring that the policy is understood, implemented and disclosed. Everyone at Gemar is committed, motivated and involved in achieving and sharing these objectives. Company management promotes the IMS Policy and ensures that it is introduced into and shared at all levels of the organisation.

This policy is made available to all stakeholders, by posting on the notice-board or publication on the website. This policy (and the resulting objectives) is also reviewed annually, during the periodic Management Reviews, or whenever deemed necessary by the Management and required by the specific situation.

Casalvieri, 03 June 2024

The Management
(Emma Lia Rocca)
