

Environmental, Health and Safety Quality Policy

The Scrigno Group's Environmental, Occupational Health and Safety Quality Policy guides the Group Organisations in their ongoing research and innovation and the achievement of new objectives.

It is based on four principal points:

- ✓ **Mission:** the principal objective justifying the activity of the Group;
- ✓ **Values:** the fundamental attributes that the Group has identified and implemented to actuate its policy of continuously improving its Management Systems;
- ✓ **Vision:** gathers together the strategic macro-objectives the Group Organisations have established and monitor over the long term;
- ✓ **Strategies:** all activities required to achieve the Group Organisations' objectives.

Mission

Scrigno Group products create additional space in the Client's home and workplace, freeing them up from the limitations of conventional door opening mechanisms. This means:

- ✓ bringing to market products that improve the user's comfort and safety while safeguarding the environment, with personalised solutions and high-concept designs;
- ✓ creating new market opportunities by expanding the product range to offer a complete range of solutions to the end Client;
- ✓ making products and systems which satisfy the changing requirements of the marketplace towards greater sustainability;
- ✓ continually investing in product quality and improving business processes further to strengthen the value of the brand;
- ✓ improving the safety level in all environments in which the Group's access solutions have been installed.

Values

Its experience over the years has enabled the Scrigno Group to identify the basic requisites of its member Organisations:

- ✓ satisfaction of internal and external Clients;
- ✓ direct control over its core business production processes: this means greater adaptability to fluctuations in the market and more effective measurement of the conformity of processing to the individual steps involved in making the finished product;
- ✓ dynamic technological changes aimed at improving work procedures and the well-being of all members of staff, as well as the workplace environment and the functioning of processes;
- ✓ strong leadership to maintain the company's reputation, its stability and the position of the Scrigno brand in the market;
- ✓ a coherent and dynamic approach to the market;
- ✓ research and development of reliable, designer products;
- ✓ activity organisation and supplier engagement as regards the circular economy;
- ✓ in relation to the environmental problems increasingly affecting our planet, the development of new ideas for constructing the future, by means of sustainable development using technology as the expression of human ingenuity and as a tool for improving the quality of life and protecting the environment;
- ✓ supporting the human rights of internal and external stakeholders and the principles of inclusiveness, equity, gender equality and diversity protection;
- ✓ defining career paths, remuneration and updating of duties to enhance skills and increase the professionalism of all staff members.

Vision

The Scrigno Group aims to continually achieve the following macro-objectives:

- ✓ to reinforce its position in the national and international market in terms of market share, target segments, profitability, strategies and brand awareness;
- ✓ to focus its activities on the Client's expectations: the Client's satisfaction with and loyalty to the company and the brand are the primary indicators of success;
- ✓ continuously increase the quality and safety standards of the products offered;
- ✓ constantly to expand the range of products and services offered by the company;
- ✓ to use processes and technologies which prevent and reduce the Group's environmental impact by prioritising the use of environmentally-friendly packaging and the use of energy from renewable sources;
- ✓ commitment to continue not to use water in production processes;
- ✓ to use energy and raw materials, production plants and energy resources in a rational, efficient manner, by progressively reducing dependence on fossil fuel sources and emissions of climate-altering gases;
- ✓ to optimise production processes in such a way as to reduce the production of waste;
- ✓ to minimise atmospheric emissions and the use of hazardous and environmentally-impacting chemicals;
- ✓ to improve the company's various processes;
- ✓ to achieve "zero accidents" by involving employees in safety and health issues.

Strategies

The Scrigno Group has implemented the following actions to achieve its objectives:

- ✓ the development and integration at group level of Environmental, Occupational Health and Safety Quality Management Systems, in accordance with international standards ISO 9001, ISO 14001 and ISO 45001;
- ✓ approaching processes and applying ESG principles;
- ✓ control of Strategic Suppliers and monitoring of suppliers with significant environmental aspects;
- ✓ research and development intended continuously to improve the products and services offered, with a view to reducing claims, non-conformities, injuries and accidents and safeguarding the environment;
- ✓ identification of the requirements and expectations of the Client and other stakeholders;
- ✓ diversification of the offering of products and services in relation to the Client's requirements;
- ✓ continuous identification and development of new market opportunities;
- ✓ development of Client loyalty;
- ✓ reinforcement of the brand, the company's image and its products and services;
- ✓ safeguarding occupational health and safety and continuous improvement of the performance and reliability of processes in observance of applicable legislation.

Scrigno S.p.A. and Master S.r.l. - PEFC policy (Programme for the Endorsement of Forest Certification)

In managing their activities and their environmental protection objectives, Scrigno S.p.A. and Master S.r.l. have adopted the Chain of Custody (CoC) standard in relation to the geographical origin of certain wood articles used as accessories for their products.

To this end, Scrigno S.p.A. and Master S.r.l. commit not to use wooden materials of controversial origin, where by "controversial" is meant:

- ✓ not conforming with local, national and international law;
- ✓ not conforming with the law of the country of origin regarding trade and customs requirements applicable to the forestry industry;
- ✓ organisms of forest origin which have been genetically modified;
- ✓ mixing untraceable with certified materials, by implementing all operative procedures demanded by proper management;
- ✓ woodlands that have been converted to other types of vegetation, including the conversion of primary woodlands into forestry plantations.

The Scrigno Group regards the following to be the fundamental elements of this Policy:

- a. conformity with national law and other regulations the Organisation deems relevant;
- b. the training and awareness of staff members in fulfilling their responsibilities in observance of the company's environmental, occupational health and safety procedures;
- c. promoting awareness of the contents of the Policy to all the Group's staff members and making them available to all stakeholders, to encourage them to promote the same management standards;
- d. continuous improvement of its quality, occupational safety and environmental performance, by identifying and monitoring adequate performance indicators.

Santarcangelo di Romagna, 21st April 2023

The Managing Director
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