

Social Innovation through Lighting

iGuzzini's commitments and goals for a sustainable future

We are an **international leader in the field of architectural lighting that operates according to the principles of sustainable development**. The **culture of light as an element of social innovation** is, and has always been, a distinctive trait of iGuzzini. We operate to improve the relationship between human beings and the environment in locations dedicated to culture, work, retail, infrastructure, hospitality&living and urban spaces. For us, lighting is therefore a tool that actively contributes to economic progress, social well-being and environmental sustainability in the geographical areas we operate in. This is why we call our vision ***Social Innovation through Lighting***.

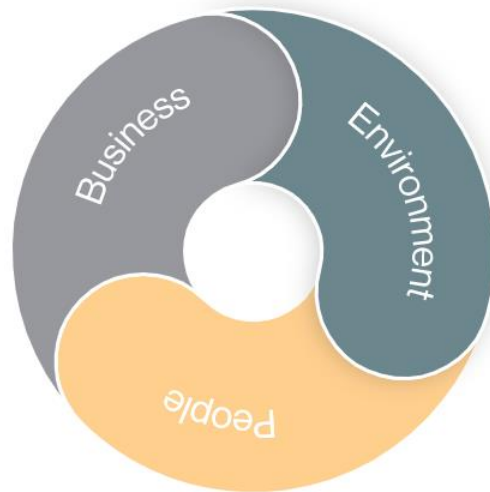
Our values

Humanity, Integrity, Openness, Innovation and Beauty are the values on which our responsible commitment is founded.

1. **Humanity** - Our work plays an important role in promoting the well-being of mankind, the company and the environment. Caring for and appreciating people, empathy, working relationships and reciprocal trust are the foundations of all our activities.
2. **Integrity** - Ethics, morality, responsibility and playing by the rules are our guidelines for guaranteeing the sustainable growth of people, the local area and society. We invest daily in environmental safety and protection to safeguard our future.
3. **Openness** - We contribute to the development of an international community by maintaining strong bonds and solid roots with our history and homeland. We love operating in a network with no borders that sees differences as a way of growing.
4. **Innovation** - imagination, creativity and enterprise are essential components of our way of thinking, being and working. We are extremely proud of our research tradition, in both the concept of the company and the development of our industry.
5. **Beauty** - We use our sensitivity to enhance the beauty of the world through our conduct, the intelligence of our solutions and our services. We conduct research into continuous improvement and excellence with passion and care to stimulate emotion and wonder.

Our codes and our commitments to sustainability

Guided by the principles and behavioural guidelines of our **Code OF Ethics** (Leg. decree 231/2001) and the **Code of Conduct drawn up by the Fagerhult Group** - which we joined in 2019 - we operate as a reliable and honest group that respects people and the commitments we have made. We believe in long-term business relationships, in which we - together with our partners - lay the foundations for **solid results that combine business growth and financial solidity with social and environmental sustainability**.



Ph. Sustainability Report 2019, Fagerhult Group

Our commitment to **sustainable and responsible company development** is in line with ONU’s 2030 Agenda for Sustainable Development, from which we have chosen as our key priorities, four of the 17 **Sustainable Development Goals (SDGs)**:

- **Clean and accessible energy** (SDG n. 7) - Ensure everyone has access to affordable, reliable, sustainable and modern energy systems;
- **Sustainable cities and communities** (SDG n. 11) - Make cities inclusive, safe, resilient and sustainable;
- **Responsible consumption and production** (SDG n. 12) - Ensure sustainable consumption and production patterns;
- **Climate action** (SDG n. 13) - Take urgent action to combat climate change and its impacts.



Affordable and clean energy
Ensure access to affordable, reliable, sustainable and modern energy for all



Sustainable cities and communities
Make cities and human settlements inclusive, safe, resilient and sustainable



Responsible consumption and production
Ensure sustainable consumption and production patterns



Climate action
Take urgent action to combat climate change and its impacts

Ph. Sustainability Report 2019, Fagerhult Group

Our people

People are the core of our business and the decisive factor behind our growth, both inside and outside the company. We invest daily in the training and well-being of our employees, and improving our working environments, especially in terms of the health and safety of the people who work with us on a daily basis (in addition to our employees, suppliers and customers) in order to benefit the geographical areas we operate in.

We are present in Italy and abroad with 3 production sites and 41 operational offices spread over all 5 continents. We employ 1450 employees: 781 in Italy and 669 abroad. Our main production site is in Recanati, but we also have sites in Shanghai and Montreal - for the Asia Pacific and North American markets. All of these are perfectly integrated in a global logistic network designed to leverage local expertise and technologies within a centrally-coordinated framework. The other Group companies in their respective countries promote and sell iGuzzini brand products domestically.

For more information about our commitments, please refer to our 'Policy on Human Rights and Working Conditions', our 'Policy on Health and Safety in the Workplace' and our 'Policy for a Sustainable Supply Chain'.

Our value chain

We believe in the importance of constructing long-lasting professional relationships. We invest constantly in improving processes, and our products and services, and we are actively committed to ensuring our company and business partners have due regard for environmental issues and social commitment. All three production sites use a local supply chain. For more information on this theme, please refer to our 'Policy for a Sustainable Supply Chain' and the 'Policy on Human Rights and Working Conditions'.

Our responsibility for the environment

Containing the environmental impact of our activities and solutions is one of our key priorities. Safeguarding the environment, reducing risks, and therefore protecting people's health and safety, as well as energy saving, energy efficiency and improving overall energy performance are fundamental factors in guaranteeing the protection and development of the geographical areas we operate in and increasing the company's competitiveness. For more information on our commitments, please refer to our 'Environmental Policy' and our 'Energy Policy'.

Policy on Human Rights and Working Conditions

We are an international leader in the field of architectural lighting that is dedicated to the study, design and production of smart indoor and outdoor lighting systems, to improve, through light, people's quality of life and their relationship with the environment. Guided by our values of *Humanity, Integrity, Openness, Innovation* and *Beauty* and our *Social Innovation through Lighting* vision, we invest in the continuous improvement of our processes, solutions and services, keeping an open mind on working relationships and added value development opportunities in order to achieve optimum financial and market performance that guarantees benefits for shareholders, collaborators, customers, suppliers, partners and professional groups and actively contributes to the economic progress, social well-being and environmental sustainability of the geographical areas we operate in.

Scope of the Policy

Observing human rights and guaranteeing the best working conditions are the essential elements on which our company culture and strategy is based and which constitutes an absolute priority. This Policy therefore represents iGuzzini's public commitment to this issue and confirms the values (see operating principles below) that inspire the company's choices and conduct. In addition to the iGuzzini Code of Ethics (Leg. decree 231) and the Fagerhult Group Code of Conduct, this Policy transposes the international treaties and conventions regarding human rights, like the International Bill of Human Rights, including the United Nations (ONU) Universal Declaration of Human Rights, and the basic conventions of the International Labour Organization (ILO). iGuzzini also helps achieve the 2030 Agenda Sustainable Development Goals (SDGs).

Field of application

This Policy applies to all iGuzzini production sites and operational offices. Each person, in the company is required to observe its principles and contents. This includes employees, managers and members of the Board of Directors. Any companies that work within our facilities are also required to observe it. The principles stipulated in the Policy also extend to our suppliers.

Operating principles

1. **Humanity** - Our work plays an important role in promoting the well-being of mankind, the company and the environment. Caring for and appreciating people, empathy, working relationships and reciprocal trust are the foundations of all our activities.
2. **Integrity** - Ethics, morality, responsibility and playing by the rules are our guidelines for guaranteeing the sustainable growth of people, the local area and society. We invest daily in environmental safety and protection to safeguard our future.
3. **Openness** - We contribute to the development of an international community by maintaining strong bonds and solid roots with our history and homeland. We love operating in a network with no borders that sees differences as a way of growing.
4. **Innovation** - imagination, creativity and enterprise are essential components of our way of thinking, being and working. We are extremely proud of our research tradition, in both the concept of the company and the development of our industry.
5. **Beauty** - We use our sensitivity to enhance the beauty of the world through our conduct, the

intelligence of our solutions and our services. We conduct research into continuous improvement and excellence with passion and care to stimulate emotion and wonder.

Our commitments

Compliance and legality

All iGuzzini production units must operate in full compliance of the laws and regulations governing the activities they conduct in the countries they are located in. No form of corruption, bribery or unethical company practice is tolerated by iGuzzini.

No child or forced labour

iGuzzini respects international conventions regarding human rights. It supports and respects basic human rights in all its activities. It will not tolerate, in any circumstance, child labour and it respects the minimum employment age in compliance with local legislation. It also rejects any knowing use of forced or obligatory labour, including slave labour, forced labour for prison inmates and any form of harassment or physical, sexual, psychological or verbal maltreatment, intimidation or abuse.

Working hours and a fair wage

Employees cannot be requested to work beyond the limits established by the legislation in force in the local area. The salaries paid and the services supplied in compliance with the standards stipulated for the category in question, including overtime and other compensation, must be equal to or above the minimum level guaranteed by the law and collective labour agreements for the category.

Protecting health and safety in the workplace

iGuzzini is committed to offering high safety standards in the workplace for both its own employees and the people who work with us on a daily basis (e.g. suppliers, customers). Every production unit must adopt the provisions required for the prevention and management of potential occupational accidents and illnesses.

In accordance with the relevant national regulations, iGuzzini operates in such a way as to identify, assess and reduce all occupational health and safety risks. At the same time it works to continuously improve the working environment for its personnel. Our goal is to reach a level of: 'zero accidents' and 'zero occupational illnesses'.

Diversity and equal opportunities

iGuzzini recognises and respects diversity and cultural differences, regardless of gender, family status, ethnicity, nationality, sexual orientation, religion, political opinions, age or disability. In every sphere of professional life (recruitment, promotion, remuneration, provision of benefits, training, dismissal and termination of employment) every employee will be considered and treated in a fair and non-discriminatory way.

Training staff and developing their careers

iGuzzini is committed to training its workers in order to encourage their development and make the company competitive with regard to business and market requirements. The training courses offered by the company are designed to adapt the knowhow and skills required by the role in question and to boost the professional development of iGuzzini workers.

iGuzzini respects all the legal obligations regarding mandatory training activities in the countries it is operating in. Every company in the Group is responsible for ensuring that the mandatory training legally required by the country they are operating in, is provided.

Freedom of association and collective bargaining

All employees are free to exercise their legal right to constitute organisations representing their interests and to become members of them or not. No employee must be subject to intimidation or harassment when exercising these rights. Every workers' right to collective bargaining must be respected.

Personnel data and information security

In compliance with the European Ruling 679/2016 (GDPR) and the regulations in force in each of the countries we operate in, iGuzzini is committed to protecting the integrity, confidentiality and availability of the personal data of each employee, worker (internal or external), consultant, supplier, customer and/or third party that works with the company continually and not temporarily.

Implementation and monitoring

All employees are informed of this Policy, either through specific training sessions designed to suit the roles and responsibility of the employee and given when they first join the company, or by consulting the policy that is published on the company website and intranet. This is why it is available in the languages of the countries the production units are based in. The Policy will also be regularly revised to ensure it is properly implemented, relevant, and ready to adapt to any changes in the external context.

The Management is responsible for implementing, diffusing and checking that all production units comply with this Policy. These units are also responsible for training employees, who, in turn, are responsible for acting in compliance with this Policy.

The Management also undertakes to regularly monitoring that each iGuzzini unit complies with the Policy through prevention activities (training and information on the issues indicated in this Policy) and systematic reporting on the indicators defined in it

Violations and whistle blowing

Employees:

- may be subject to disciplinary action, depending on the facts and circumstances, if the following policy is violated;

- are encouraged and required to refer to the iGuzzini Chief People Officer's local Line Manager any problems or violations of this policy and they will in no way be subject to reprisals or other negative consequences;
- can indicate violations by writing to this email address organismodivigilanza@iguzzini.com. Any communications will remain strictly confidential.

Signature



Cristiano Venturini
Chief Executive Officer

Policy for a Sustainable Supply Chain

We are an international leader in the field of architectural lighting that is dedicated to the study, design and production of smart indoor and outdoor lighting systems, to improve the relationship between people and the environment through light. *Social Innovation through Lighting* is the vision we pursue by investing in the continuous improvement of our processes, solutions and services, keeping an open mind on working relationships and added value development opportunities in order to achieve optimum financial and market performance that guarantees benefits for shareholders, collaborators, customers, suppliers, partners and professional groups and actively contributes to the economic progress, social well-being and environmental sustainability of the geographical areas we operate in.

Scope of this Policy

We believe in the importance of constructing long-lasting business relationships as we are convinced that the quality of our interaction, our constant dialogue and the combined commitment of iGuzzini and its suppliers helps us to develop innovative products and services, continuously improve our processes and propagate our principles for sustainable development throughout the sector we operate in. This is why in our Policy for a Sustainable Supply Chain we have defined our commitment to applying and propagating our principles of sustainability throughout the supply chain.

Field of application

This Policy can be applied to all purchases of raw material, products and services at all the company's production sites and operational offices in Italy and abroad.

Operating principles

1. **Quality** - We believe that a close working relationship with our supply chain is indispensable for reaching high levels of quality and sustainability in our products, services and production activities. Launching working relationships and propagating best practice and cooperation in different spheres (technology, environment and society) are the ways in which iGuzzini involves and interacts with its suppliers. Suppliers are strategic allies that help us create successful products that can offer customers the best in terms of quality, innovation, efficiency and performance.
2. **Reliability and innovation** - We believe that selecting reliable and innovative suppliers who are ready to build a positive working and long-lasting relationship together, starting from a high level of added value creation, commitment, social and environmental responsibility and flexibility is the fundamental requirement for shared success.
3. **Neighbourhood supply chain** - We encourage relationships with suppliers located close to production units in order to establish a neighbourhood supply chain that guarantees speed, flexibility, limited transport and a reduction in CO2 emissions while also promoting local development.
4. **Dialogue and sharing know-how** - We involve the supplier, as a specialist in materials/production processes, right from the initial phase of the project in order to define together the highest level of technology that can be implemented on the product/component, the most suitable material and the least energy-consuming production process, while also

reducing product/service launch times. The aim is to obtain an outsourcing process that is extremely efficient from an economical point of view and includes principles of sustainability and standardisation without losing sight of the need to compress product development times on an increasingly competitive market.

5. **Long-term working relationships and continuous improvement** - With suppliers, we seek to establish long-term working relationships, characterised by transparency and cooperation. Development, growth and efficiency begin in the supplier selection and qualification phase where we launch a working relationship that takes place according to a documented procedure that guarantees impartiality and equal opportunities to everyone involved.
6. **Limiting reciprocal dependency** - We seek to avoid reciprocal dependency situations. We avoid creating supply monopolies in the same product category, while also seeking to limit as far as possible the degree of supplier dependency on orders from iGuzzini.

Our commitments

iGuzzini undertakes to:

- **Include sustainability criteria as part of the supply chain process** and in particular:
 - identify and assess potential negative social and environmental impacts inside its own supply chain; and
 - categorise the different supply types according to their potential negative social and environmental impacts.

More specifically iGuzzini undertakes to:

- **Require its suppliers and contractors to:**
 - sign up to the company's Code OF Ethics (Leg.Decree 231/2001) and the Fagerhult Group Code of Conduct;
 - observe laws and regulations regarding Human Rights, Ethics, Health and Safety in the Workplace and the Environment;
 - and ensure that all the components/products supplied are ROHS and REACH compliant;
- **Raise the awareness of our suppliers and contractors** so they apply and promote the following in their company and sphere of influence:
 - basic labour principles and rights including protecting the health and safety of workers, refuting any kind of discrimination, forced labour or child labour and observing working hours, correct remuneration and freedom of association;
 - ethical principles of integrity and anti-corruption;
 - environment protection practices that reduce pollution and resource waste and encourage sustainable procurement.

iGuzzini also undertakes to:

- **Increase the points score** of suppliers who implement sustainable development practices, like voluntarily gaining certification, such as (e.g. SA 8000, ISO 14001, EMAS, ISO 45000, ISO 50000, etc.) and taking part in sustainable development programmes (e.g. EcoVadis, UN Global Compact, etc.);

- **Choose** wherever possible, **products with eco-sustainable features** that can also be demonstrated with specific labelling (e.g. FSC, PEFC, Ecolabel);
- **Reduce the impact of our distribution**, by encouraging the procurement of materials, products and services from local companies.

In the sphere of its supplier selection and qualification process, iGuzzini seeks to:

- **Identify the suppliers that may present risks** connected to human rights, ethics and the environment;
- **Assess risks** through an analysis that takes into consideration parameters such as: geographical operating areas, type of activities conducted, reputation and general company characteristics, and monitor them over time;
- **Implement a system of continuous assessment** for the product supply chain performance in order to guarantee required standards over time. Continuous monitoring regards quality trends, level of service and state of the art in terms of the certification obtained by the supplier with regard to workers' rights, health and safety, environment and ethics;
- **Conduct document tests** (assessment and self-assessment questionnaires) **or Audits** for suppliers identified as those particularly at risk;
- **Draw up prevention and mitigation action plans**, even together with suppliers and partners, that may include the extension, revision and reinforcement of company procedures, checks and specifications;
- **Provide continuous training** to procurement personnel regarding sustainable purchases;
- Regularly **monitor the results reached** in terms of sustainable procurement.

Implementation and monitoring

All iGuzzini employees and suppliers are informed of the Policy, the iGuzzini Code of Ethics and the Fagerhult Group Code of Conduct.

The Management is responsible for activating, monitoring and accounting the Policy as well as updating and reviewing it.

Signature



Cristiano Venturini
Chief Executive Officer

Policy on Health and Safety in the Workplace

We are an international leader in the field of architectural lighting that is dedicated to the study, design and production of smart indoor and outdoor lighting systems, to improve, through light, people's quality of life and their relationship with the surrounding environment. *Social Innovation through Lighting* is the vision we pursue by investing in the continuous improvement of our processes, solutions and services, keeping an open mind on working relationships and added value development opportunities in order to achieve optimum financial and market performance that guarantees benefits for shareholders, collaborators, customers, suppliers, partners and professional groups and actively contributes to the economic progress, social well-being and environmental sustainability of the countries we operate in.

Scope of this Policy

We believe in the importance of people, who are the core of our business and the decisive factor for the sustainable development of the company and the geographical areas in which it operates. This is why our first commitment is to guaranteeing a healthy and comfortable work environment with high safety standards for both our employees and the people who work with us on a daily basis. Our goal is to reach a level of '**zero accidents**' and '**zero occupational illnesses**'. That is why we have defined in our Policy, our commitment to applying and propagating our principles of health, safety and well-being in company spaces and any other areas the company operates in.

Fields for application:

This Policy can be applied to all employees and supply companies operating in the company's production sites and operational offices in Italy and abroad.

Operating principles

We operate in a way that identifies, assesses and reduces any risk to health and safety in the workplace. At the same time we work to continuously improve the working environment in which both internal and external personnel operate - in accordance with all relevant national regulations.

Our commitments

In order to avoid occupational accidents and diseases, iGuzzini undertakes to:

- **Continuously define investments** that are useful for continuous technological updating and eliminating possible sources of risk;
- **Propagate widespread and job-specific knowledge** of safety matters, and back it up with suitable work on training and information about the prevention of accidents;
- **Define specific goals and monitoring performance** to allow continuous improvement of our results and way of operating;
- **Propagate a proactive health and safety culture at all levels of the company**, as well as a sense of collective and individual responsibility, so as to identify shared tools for achieving goals.

Our suppliers are an integral part of the safety management policy, and that is why we are committed to:


- Ensuring that all third parties who enter our sites are provided with the necessary information about risks that may interfere with people's health and the safety of the workplaces in which they operate, and checking that they are suitably equipped to safely carry out their duties in our plants;
- Considering correct health and safety management, that complies with current legislation, to be a fundamental aspect when selecting and assessing our suppliers.

Implementation and monitoring

The Company also undertakes to inform its employees and the supply companies that operate in its production sites of this Policy, as well as the iGuzzini Code of Ethics and the Fagerhult Group Code of Conduct.

The Management is responsible for activating, monitoring and accounting the Policy as well as updating and revising it.

Signature



Cristiano Venturini
Chief Executive Officer

Environmental Policy

We are an international leader in the field of architectural lighting that is dedicated to the study, design and production of smart indoor and outdoor lighting systems, to improve the relationship between people and the environment through light. *Social Innovation through Lighting* is the vision we pursue by investing in the continuous improvement of our processes, solutions and services, keeping an open mind on working relationships and added value development opportunities in order to achieve optimum financial and market performance that guarantees benefits for shareholders, collaborators, customers, suppliers, partners and professional groups and actively contributes to the economic progress, social well-being and environmental sustainability of the geographical areas we operate in.

Scope of the Policy

Our priorities include limiting the environmental impact of our activities through a preventive approach to environmental risks and a proactive attitude to raising awareness of environmental issues. Safeguarding the environment, preventing pollution and conserving biodiversity, which includes protecting the health and safety of employees, suppliers and customers and the entire geographical areas we operate in, are issues that iGuzzini deals with via a structured approach that takes into account all the organisational, technical, economic and legal implications. Legal implications constitute an important requirement for both iGuzzini and other parties identified by current legislation and standards as responsible for any non-compliance or damage. In this sense, special attention should be paid to the iGuzzini Code of Ethics (Leg. decree 231/2001), the Fagerhult Group Code of Conduct, and any other relevant national regulations.

Field of application of the Policy

This Policy can be applied to all employees and supply companies operating in the company's production sites and operational offices in Italy and abroad.

Our commitments

With the construction and maintenance of an organised environmental structure, and through its necessary technical competence, iGuzzini seeks to **optimise existing systems and technologies in order to reduce**, in particular:

- the consumption of natural resources;
- energy consumption;
- water consumption;
- the consumption of chemical products;
- waste produced internally and waste connected to the product sold;
- greenhouse gas emissions;
- the emission of other pollutants into the air;
- water pollution.

Wherever possible, this will be done in a way that is economically sustainable and with the best available techniques.

iGuzzini also undertakes to:

- **raise the awareness of its personnel by providing information and training;**
- **document and constantly check the environmental impacts produced** and, if new technologies and processes are introduced, to preventively assess the relative environmental aspects and impacts;
- **promote a purchasing policy aimed at conserving resources and reducing the numbers and quantities of hazardous substances and packaging**, by using recyclable packaging wherever possible;
- **reduce potential hazards to a minimum thanks to** an Environmental Risk Management system, based on risk analysis that allows us to determine the factors that may deviate the path of our planned goals and establish preventive checks to minimise negative effects and exploit market opportunities by anticipating trends;
- **stimulate an open conversation with the local community**, and take into consideration, as far as possible, their needs and requests in its plans for the future.

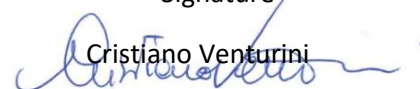
iGuzzini, therefore, does not limit the efforts it makes to observe laws and standards, but actually seeks to **continuously improve its organisational and technical capacities for reducing risks and safeguarding the environment**, with ever-increasing efficiency. The Management defines KPIs for all major environmental issues and for each one it fixes three-yearly goals in its improvement plans.

Implementation and monitoring

iGuzzini informs its employees, suppliers and customers and anyone else working at its production sites and operational offices of its procedures and activities for safeguarding the environment.

It is the responsibility of the Management to implement the Policy and review its suitability at least once a year and in the event of significant changes to processes that have a significant impact on the environment.

Signature



Cristiano Venturini
Chief Executive Officer

Energy Policy

We are an international leader in the field of architectural lighting that is dedicated to the study, design and production of smart indoor and outdoor lighting systems, to improve the relationship between people and the environment through light. *Social Innovation through Lighting* is the vision we pursue by investing in the continuous improvement of our processes, solutions and services, keeping an open mind on working relationships and added value development opportunities in order to achieve optimum financial and market performance that guarantees benefits for shareholders, collaborators, customers, suppliers, partners and professional groups and actively contributes to the economic progress, social well-being and environmental sustainability of the geographical areas we operate in.

Scope of the Policy

We consider energy saving, energy efficiency and improving overall energy performance to be fundamental factors in increasing the company's competitiveness and guaranteeing the protection and development of the geographical areas we operate in. We have therefore established an Energy Management System (SGE) with the aim of improving the company's energy performance through an efficient use of energy sources, leading to a reduction in consumption and a parallel reduction in the emission of greenhouse gases and other correlated environmental (and social) impacts.

Field of application of the Policy

This Policy can be applied to all employees and supply companies operating in the company's production sites and operational offices in Italy and abroad.

Our commitments

Through a systematic and systemic approach, the SGE will allow us to achieve, in the most economic and effective way possible, continuous improvement in terms of company energy performance. More specifically this involves:

- **Improving the energy efficiency of our products** (the ratio or other quantitative relationship between the results achieved in terms of performance, services, assets or energy, and the energy input required), for example:
 - energy required/energy used;
 - theoretical energy used to operate/energy actually used to operate;
- **Improving the way energy is used for various applications** (ventilation, lighting, heating, transport, cooling, processes, production lines, etc.) also through the adoption of renewable resources;
- **Reducing overall energy consumption, without affecting production and the service supplied to customers.**

Implementation and monitoring

We believe that it is extremely important to align our processes with the best existing practices in order to improve our energy performance - which already comply with all relevant legal requirements. This is why, **the iGuzzini Management defines the goals for company energy performance improvement every year and regularly reviews the progress made.**

All Company Department Managers must supply the human and financial resources needed to achieve the company energy performance improvement goals established by the Management.

They must also guarantee access to all the information they are responsible for and guarantee:

- the use of product components which have the best energy performance available on the market, with the same technical specifications and for the same purchase price;
- the purchase of machinery, plant, equipment, production services (maintenance, etc.) with the best energy performance available on the market for the same purchase price.

Every Department Manager must then guarantee that the energy performance of any service used to manage processes it is responsible for, is in line with the best practices available on the reference market.

This Policy shall be regularly reviewed by the Management to ensure that it remains in line with the best practices available on the market and therefore guarantees that the highest possible goals for improving company energy performance are achieved. This part of the review has to ensure, amongst other things, that the energy policy itself is constantly suited to the type of resources used and their use and consumption.

Signature



Cristiano Venturini
Chief Executive Officer