

INTEGRATED POLICY

3B S.p.A. has always been attentive to provide its customers with quality products by pursuing sustainable and ethical business development and continuity, in harmony with the context in which it operates and in full compliance with applicable legislation and agreements made with stakeholders. **3B S.p.A.** firmly believes that *"Success depends on the commitment and involvement of all levels and functions of the organisation and especially of the highest level"*, and understands that the adoption of an integrated management system can be a valid tool to pursue the objectives and seek continuous improvement.

The implemented management system is based on the following international standards with the aim of

- ISO 9001 - ensuring product quality and customer satisfaction
- ISO 14001 - respecting the environment
- ISO 45001 - providing workers with a safe and healthy working environment
- ISO 50001 – migliorare l'efficienza energetica dell'organizzazione
- ISO 28000 - maintaining supply chain security
- FSC® (license number FSC-C100194 DNVCOG-000295) and PEFC (license number PEFC/18-31-636 2015-SKM-PEFC-108) - using materials from sustainably managed forests and ensure their traceability through the chain of custody

The management of 3B S.p.A. therefore undertakes to:

- identify risks and opportunities, defining mitigation and improvement actions
- meeting legislative requirements and other compliance obligations towards stakeholders
- ensuring a willingness to engage in open dialogue with its customers, suppliers, stakeholders and authorities
- maintaining its management system and improving performance on an ongoing basis
- prevent pollution and protect all environmental matrices, with particular reference to air emissions, noise, waste production and the use of recycled material
- managing energy efficiently, by continuously monitoring processes and enhancing energy performance in the design and purchase of goods and services
- providing safe and healthy working environments, eliminating hazards and reducing risks, in order to prevent accidents, injuries and illnesses
- consulting and involving workers and their representatives
- take the necessary actions to address security threats, preserve produced and transported goods
- managing possible security incidents and other emergency situations;
- implement the maximum effort of its resources to avoid receiving and placing on the market wood or wood-derived products or materials that do not comply with FSC® and PEFC sustainable forest management policies
- promote the adoption of behaviour consistent with this policy by suppliers, companies working on behalf of the company, customers and end users of its products
- make available the necessary resources for the application of the principles contained herein and the achievement of internally defined objectives.

The principles of ethical work and transparency and trust in the conduct of business are also embraced, the most important of which are:

- not employing child, forced or compulsory labour
- respecting freedom of association and the right to collective bargaining
- ensuring that there is no discrimination in employment and occupation
- fighting corruption