

INTEGRATED POLICY PAC TEAM
QUALITY – SOCIAL RESPONSIBILITY – SECURITY & ENVIRONMENT



PTE-PI-New Issue: 13/09/2022

Review:

Approved by: Company Management

PAC TEAM EUROPA Srl (PTE) is a leading company in the creation of display stands for watches, packaging, and luxury goods. It offers a wide range of products such as customized stands, advertising stands, displays, window display stands, congress stands, and advertising signs.

Quality of products, processes, and services

PTE identifies the following general priority objectives:

- **full understanding and satisfaction of the explicit and implicit needs of its customers and all interested parties**, with a particular focus on delivery times;
- **improving the efficiency of the organization** by increasing revenue and profitability.

Attention to the Environment, Health and Safety at Work, and Social Responsibility

Aware of the fundamental importance of protecting the environment and preventing pollution, as well as protecting the health and safety of workers, PTE commits to carry out its activities by ensuring compliance with applicable environmental, health and safety regulations, and reducing the environmental impacts and risks to the health and safety of the workers of its activities and processes, from a life cycle perspective.

Specifically, it undertakes to:

PREVENT ACCIDENTS, INJURIES, PROFESSIONAL DISEASES, with a particular focus on eliminating dangers and reducing risks.

IMPROVE ITS ENVIRONMENTAL PERFORMANCE, with a particular focus on reducing energy consumption and emissions, including indirect ones.

PROMOTE THE CULTURE OF CORPORATE SOCIAL RESPONSIBILITY, with a focus on the defense of human rights in the broadest sense of the term.

To achieve these objectives, PTE aims to:

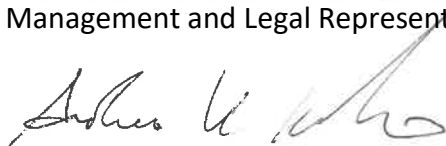
- Implement and maintain an Integrated Management System (IMS) of Quality and Social Responsibility in compliance with the UNI EN ISO 9001:2015 and SA8000:2014 standards, which is an integral part of company management, supported with the appropriate resources and which is periodically reviewed to guarantee its continuous improvement to increase the overall performance of the integrated system.
- Identify threats and opportunities related to processes, services, and work environment, adopting the most suitable technical and organizational solutions to reduce risks and planning interventions to seize the best opportunities.
- Analyze and promptly manage the non-conformities (understood as non-conformities of products or services, injuries, accidents, environmental impacts, customer complaints, etc.), identifying the causes and defining adequate corrections aimed at avoiding their repetition.
- Involve all employees, increase their awareness and responsibility, with the planning and implementation of education, information, and training plans and constantly invest in the development of the skills of their collaborators to preserve, disseminate, and increase the company's know-how and everyone's awareness, sensitivity, and responsibility regarding the environment, health and safety at work, and ethics.

- Research and design adequate solutions to customer requests, in compliance with the mandatory requirements applicable to the products and services of the organization, ensuring constant compliance of the product with API regulations and good practice standards to achieve the satisfaction of both explicit and implicit needs of its customers and interested parties.
- Verify and satisfy the compliance of the processes carried out by PTE with the law, regulations, and any norms relating to the environment, health and safety at work, and social responsibility, applicable to the sector in which the company operates.
- Promote a process approach, integrating the development of the offer and order management up to the closure of the project; in particular, the company undertakes to satisfy the requirements of performance, flexibility, punctuality, reliability, and safety in the use of the product by optimizing the supply chain, qualifying and monitoring suppliers and their processes and considering the suppliers themselves as essential partners of our success.
- Make sure that the suppliers of PAC TEAM EUROPA S.r.l. share the principles of this Policy, verifying the validity of their initiatives for the protection of people, the environment, their suppliers, and/or subcontractors.
- Establish an improvement program annually, share it within the company, and monitor the achievement of the objectives, intending to guarantee the continuous improvement of the quality of its processes/products and services, its environmental performance, and its worker's health and safety.
- Follow the 10 UN Global Compact Principles for the development of its activities, supporting and applying in its sphere of influence the fundamental principles regarding human rights, labor and safety standards, environmental protection, and the fight against corruption.
- Identify the environmental aspects of its processes and adopt the most appropriate technical/organizational measures to reduce significant environmental impacts.
- Do not employ or promote the use of minors, not employ workers under the age of 18, making sure, as far as possible, that the same occurs with suppliers/subcontractors.
- Do not force employees either psychologically or physically, making sure, as far as possible, that the same happens with suppliers/subcontractors.
- Respect and guarantee all trade union rights provided for by the National Collective Bargaining.
- Do not tolerate behavior that may represent any form of discrimination against personnel based on race, nationality, social affiliation, political affiliation, religion, sexual orientation, family responsibilities, age, and any other aspect that may be subject to discrimination.
- Guarantee compliance with internal regulations by resorting, if necessary, to the disciplinary measures provided for by the Workers' Statute, but without any form of violence, not even verbal, to the detriment of anyone.
- Ensure compliance with the requirements of the National Collective Labor Agreement for the Metalworking Industry, for which each pay slip contains the details of remuneration and withholdings, ensuring that salaries are in line with the values of the National Collective Labor Agreement in force.

- Verify annually and possibly update this "Policy" to ensure its adequacy and that the results of the system are in accordance with it.

Nova Milanese, 13th September 2022

The Company Management and Legal Representative



PTE-PI-New Issue: 13/09/2022

Review:

Approved by: Company Management