

## QUALITY ENVIRONMENT AND SAFETY POLICY

Pedrali S.p.A. is an Italian company that has been producing contemporary indoor and outdoor designer furniture for hospitality spaces, offices and residential since 1963.

Its industrial design collections stem from a rigorous and careful study aimed at creating functional and versatile products in metal, plastic, wood and upholstery, or a combination of each.

Pedrali products spring from the synergy between Italian and international designers and the company's research and development offices. They are entirely made in Italy through a combination of tradition and innovation, engineering excellence and creative genius.

Every year, the company invests in innovation, technology and equipment, as well as digitised production.

Every item of furniture is designed to last, and to be disassembled and disposed of properly at the end of its useful life. The design phase focuses on limiting the consumption of raw materials and resources, optimising production processes, and limiting waste. In addition, designing stackable products that can be disassembled reduces packaging needs and volumes, thus optimising transport.

The company's Management firmly believes in the fundamental importance of ensuring high quality standards, environmental protection and worker safety, values that it is socially committed to upholding.

In accordance with these principles, over the years the company has set up a Quality, Environment and Safety Management System to ensure and plan sustainable, effective and lasting developments.

In 2016, Pedrali S.p.A. obtained the **UNI EN ISO 9001:2015** certification for the quality of its business processes, defining the requirements to ensure the conformity of products and of the entire production process:

- ✓ Selecting high-quality materials;
- ✓ Optimising critical high-tech processes through automation;
- ✓ Actively sourcing Italian raw materials;
- ✓ Constantly complying with product requirements under the law;
- ✓ Establishing and maintaining an all-Italian supply chain and safeguarding craftsmanship;
- ✓ Adopting a lean production strategy to maximise productivity and reduce waste;
- ✓ Setting goals for every strategic business process and reviewing their adequacy and effectiveness;
- ✓ Striving constantly for customer satisfaction.

In the pursuit of its environmental commitment, in 2017 the company's Management set out to have the production processes carried out at the Mornico al Serio and Manzano sites certified under **UNI EN ISO 14001:2015**, implementing

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a series of concrete actions to reduce their environmental impact and making the results achieved in this regard public. The most significant actions implemented include:

- ✓ Appointing a person responsible for the management of environmental aspects;
- ✓ Improving environmental impact by reducing energy consumption through infrastructural and efficiency measures (installation of photovoltaic panels, indoor and outdoor re-lamping with LED technology, roof replacements to improve natural lighting in work areas);
- ✓ Using energy from renewable sources, in particular through the in-house production of photovoltaic energy and the purchase of certified, 100% renewable electricity;
- ✓ Reducing energy expenditure by recovering the hot water produced during the cold months by the plastics moulding department and using it to heat the production departments;
- ✓ Improving the direct environmental impact of products through the use of wood from certified, responsibly managed forests, in accordance with strict environmental, social and economic standards (**Forest Stewardship Council**), and the use of water-based paints with a low proportion of volatile organic compounds;
- ✓ Ensuring the quality of furniture is certified according to strict environmental standards (**Greenguard and Greenguard Gold**) guaranteeing low rates of emission of harmful substances;
- ✓ Creating a line of products, certified by **Remade in Italy** (class A), made from post-industrial and post-consumer waste material (recycled plastic);
- ✓ Making products more sustainable (e.g. by increasing their ability to be disassembled, recycled, etc.);
- ✓ Regularly measuring the company's Corporate Carbon Footprint (as from 2018) so as to keep it constantly under control;
- ✓ Preventing pollution, ensuring environmental protection and pursuing continuous improvement of the company's environmental performance, thereby minimising risks related to the activities carried out and the products/services delivered;
- ✓ Making every organisational, operational and technological effort to protect the environment by preventing water, air, soil and noise pollution;
- ✓ Continuously monitoring compliance with existing legislation on environmental impact;
- ✓ Continuously controlling production processes and monitoring related environmental aspects, in particular through the adoption of operational procedures and/or practices aimed at reducing water consumption and waste generation;
- ✓ Adopting procedures for the prevention and management of environmental emergencies;
- ✓ Engaging the entire supply chain and raising awareness on good environmental practices;
- ✓ Providing the company's staff with appropriate training on relevant environmental aspects so as to promote and develop environmental awareness and responsibility.

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In March 2023, the company set out to be certified under **UNI ISO 45001:2018**, in accordance with applicable laws, since it considers health and safety at work an absolute right of all workers, a continuous undertaking and an integral part of its mission, thus reaffirming the company's commitment to:

- **Protecting workers by preventing illness and accidents and reducing undesirable consequences:**
  - ✓ Continuously identifying the hazards inherent in the business and assessing, in advance, the risks of each new task and/or process in order to adopt solutions to prevent occupational accidents and/or illnesses, also with the active participation of employees and of both internal and external collaborators;
  - ✓ Adopting measures for the proper application and use of technologies, as well as best practices in terms of health and safety at work;
  - ✓ Preventing inappropriate or dangerous working habits and promoting safe conduct through information and staff training;
  - ✓ Providing appropriate instrumental and human resources;
- **Monitoring, measuring and controlling the Occupational Health and Safety Management System with a view to ensuring its continuous improvement:**
  - ✓ Implementing a special system to monitor the performance of the Occupational Health and Safety Management System, identifying the main quantitative and qualitative indicators;
  - ✓ Measuring, assessing, disseminating and sharing these indicators on a regular basis, as well as identifying appropriate actions with a view to achieving continuous improvement;
  - ✓ Developing suitably strict methods for controlling and monitoring actions in the field of health and safety at work;
- **Engaging and empowering all stakeholders, both inside and outside the company:**
  - ✓ Supporting and encouraging the growth of a corporate safety culture through information and appropriate management behaviour, and engaging all corporate governance bodies, each within the purview of their responsibilities and competences;
  - ✓ Disseminating knowledge of the Occupational Health and Safety Management System and Policies throughout the company;
  - ✓ Empowering and engaging staff at all levels, defining and adopting specific roles and responsibilities within the context of the Occupational Health and Safety Management System, and ensuring appropriate training for all the stakeholders involved;
  - ✓ Facilitating and ensuring the involvement of the HSE Department and of the workers' safety representatives on all safety issues, in order to identify and adopt appropriate prevention and protection measures, in compliance with current applicable legislation;
  - ✓ Raising the awareness of suppliers and requiring them to adopt and comply with the company's health and safety policies and commitments, as well as with current applicable legislation;

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- ✓ Planning and adopting the best emergency management measures and procedures;
- **Investing in the Occupational Health and Safety Management System as a distinctive and strategic element of the company's competitiveness on the market:**
- ✓ Communicating the company's intentions and the actions it takes, at every level, to protect its resources, and highlighting these during customer qualification processes;
- ✓ Collaborating effectively with customers to ensure that, in every working environment and context, work is carried out in compliance with the Occupational Health and Safety Management System and with this Policy, as a condition and a means of offering the best quality services to the market.

This Policy shall be disseminated at all levels, and the company shall endeavour to provide all necessary technical, financial and professional resources to ensure that its goals are understood and fully achieved.

This document is reviewed and discussed annually to ensure its continued suitability and to identify new aspects consistent with the company's approach to product and process improvement.

Every worker within the company is required to pursue the goals set out in this document and to contribute actively to their achievement.

Monica Pedrali

Managing Director



Giuseppe Pedrali

Managing Director



Mornico al Serio, 07 November 2023