

Alluflon SpA has been working in the cookware industry since 1970. Since its products are destined for use with foods, their quality and health characteristics have always been the subject of intense scrutiny by the Company Management. More specifically, Alluflon has also implemented technologies for the formulation of its coatings and is equipped with a test and inspection laboratory to guarantee the maintenance of the standards of compliance to come in contact with foodstuff of its own coatings and of those acquired from third parties.

The company aim is and has always been to satisfy customer needs, providing full support, from the "idea" to the finished product, through research and development, laboratory testing, design validation and production, as well as creating a social responsible working environment where we can foster the professional growth of all employees, in accordance with regional and national laws as well as with international rules governing human rights.

Alluflon Spa has based its business activities on an certified Integrated Management System (IMS), according to the following standards:

- **Quality** (ISO 9001)
- **Environment** (ISO 14001)
- **Social Accountability** (SA 8000)

If the national laws and other applicable laws, the prevailing industry standards and the requirements of the SA 8000 standard refer to the same subject, the Management undertakes to apply the provision most favourable to workers.

Defined below are the guiding principles of the Company Policy that Alluflon SpA is committed to respecting and promoting:

- compliance with legal requirements, with specific reference to the guidelines concerning the environment, health protection, safety and hygiene as well as with ILO conventions concerning the social accountability;
- ability to provide advanced technological solutions able to satisfy customers' needs;

- continuous attention to customer satisfaction, with an accurate survey of their liking;
- introducing forms of fairness in commercial and technical approaches with clients, promoting maximum transparency in communication;
- use of high-quality suppliers through the careful selection of the same and the monitoring of their performances, encouraging them to invest in the adoption of ethical behaviours to be transmitted also to subcontractors;
- accurate control of production and marketing stages of products;
- maintenance of efficacy and continuous improvement of its Integrated Management System (IMS);
- adoption of solutions of greater respect for the environment, by reducing the consumption of energy and natural resources, by limiting both the emissions of pollutants that the production of waste;
- development of a constructive cooperation, based on the utmost transparency and trust, both internally and with the external community and with the Institutions in the management of the Environment, Health and Safety and Social Accountability issues;
- removal of any risk to the health and safety of workers through the adoption of effective management systems oriented to continuous improvement of performances in the field of health protection and safety at work;
- use of its own human resources according to their attitudes and job skills, avoiding any kind of discrimination towards persons of different racial, political or religious belief and sexual orientation;
- conducting continuous action aimed at the involvement, motivation, development and enhancement of the professionalism of all employees to achieve the objectives set by the continuing training, information and awareness initiatives;
- guarantee to employees of wages and working hours complying with applicable laws and the category collective contracts, as well as freedom of association and expression within the widest respect for individual dignity;
- creation of a working environment that motivates and stimulates all staff in an effort to maintain the objective of zeroing accidents and occupational diseases;

- adoption of a correct and socially responsible behaviour, with particular reference to the protection of the rights of the weaker sections of society. For this reason Alluflon SpA undertakes not to use or support child labour, forced labour and not to adopt discrimination or corporal punishment, mental or physical coercion or verbal abuse towards employees.

The Company is aware that the achievement of these objectives requires sustained efforts on the part of all operational staff and that it can be successfully achieved only through a systematic approach to the issues of Quality, Environment and Social Accountability, whereby its employees are the main resource and the only path to be taken is to work for the full involvement of its staff.

The Management believes deeply in this and is committed to extending and promoting this Integrated Policy at all company levels through the usual internal communication means (employees' portal) and is also disclosed to the external stakeholders by means of the Quality Manual and through the publication on the Company website.

Mondavio, 31st October 2019

