

## GRUPPO BONOMI POLICY

### ***Family and entrepreneurship and responsibility.***

The family tradition is intertwined and evolves through the delegation of responsibility, freedom of action and the assumption of responsibility by personnel; this approach is an integral part of the company's heritage. The management of Gruppo Bonomi, and the management of the companies of Gruppo Bonomi, promoting a spirit of cooperation, are committed to developing their staff and the managers of the future in order to preserve and safeguard this style.

### ***The most important capital is human capital.***

The valorization of people inside and outside its companies is one of Gruppo Bonomi primary objectives; for this reason, too, the company policy is based on the principles of safeguarding the safety and dignity of the human person; Gruppo Bonomi is a multicultural environment and promotes the rejection of forms of discrimination and/or harassment in reciprocal relations; it also believes in lasting relations with collaborators, suppliers and customers and in the consequent cultural wealth that can be generated.

### ***Health & Safety.***

The health of its employees and the safety of the Group's companies are the basis of its corporate policy; education, training, legislative compliance and involvement of people are tools to avoid accidents and injuries.

### ***Improvement and Solidity.***

Improvement underpins business choices and guides decision-making processes to ensure the soundness and future of the company; evaluation of opportunities, mitigation of risks, internal and external analysis and verification activities are the basis for improvement.

### ***Value for the customer.***

Quality, competitiveness and reliability drive Gruppo Bonomi companies to satisfy their customers through partnership, co-design, technical and project assistance, and through their ability to stay in the market.

### ***Ethics & Conduct***

Legality, fairness, transparency and clarity are principles underlying the management and administration of Gruppo Bonomi companies and the activities performed in them must be carried out in compliance with the Group's procedures or those internal to the operating plants; in particular, management and department heads must maintain exemplary behavior and promote mutual respect and professional commitment as integral parts of the contractual bond.

Honesty, diligence and responsibility must underpin the conduct of Gruppo Bonomi employees.

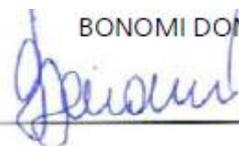
### ***Reduction of environmental impacts.***

Gruppo Bonomi shares the need to monitor and reduce the environmental impacts it generates, from its supplier base to the end of life of its products. Laws and regulations, Carbon Footprint (CFP), Life Cycle Assessment (LCA), Environmental Product Declaration (EPD) and international environmental standards are some of the tools underpinning the Gruppo Bonomi environmental management.

All workers, at all levels, are responsible for supporting and promoting the principles contained in and underlying this policy, in order to improve the workplace climate and enhance company performance; the management of the Gruppo Bonomi companies is responsible for disseminating, involving and, above all, monitoring the level of awareness in their areas of responsibility; this policy is available in a validated and updated version on the company management system and online at [www.gruppo-bonomi.com](http://www.gruppo-bonomi.com)

CEO

BONOMI DOMENICO



## **Ethics** GOALS

- Promote meritocracy by selecting, hiring, remunerating and evaluating employees based on criteria of competence, professionalism and merit, without any political, religious, racial, language or gender discrimination.
- ensuring that child labour (work below the minimum legal age for the job in which the work is carried out), or forced labour is not permitted.
- promote cooperation, fairness, mutual respect, trust and loyalty as values to build and improve relationships with one's colleagues.
- provide adequate working conditions from the point of view of health and safety
- foster working relationships free from prejudice
- respect privacy in correspondence and interpersonal and collaborative relations
- intervene in the event of attitudes that do not comply with the above principles or are against common sense
- counter forms of intimidation, violence, hostility, isolation, harassment
- Recognise the right of employees to organise themselves into representative bodies and participate in collective bargaining on working conditions, without showing any preference or disadvantage for belonging or not belonging to a trade union or similar.
- Promote dialogue with local communities and cooperation with local authorities as well as the improvement of the quality of life and socio-economic development of the area

## **Quality** GOALS

- Satisfying customer needs, improving performance and evaluative feedback from customers
- Effectively manage complaints and related analysis to implement solutions and improve
- Meet the needs of internal staff through growth and retention paths
- Improve or innovate its product range, exploiting skills, new technologies, and interpreting the needs of customers and markets
- Ensuring an adequate and reliable pool of suppliers, through the involvement of strategic suppliers, assessing the service and quality performance of suppliers that directly or indirectly affect product/service costs.
- Guaranteeing the quality of its products and services, through expertise, design, control and validation of production processes, testing and in-line controls, at its own laboratories or at external laboratories.
- Guaranteeing and optimising the use of its production facilities, thanks to routine and preventive maintenance, the management of spare parts, the measurement and control of production processes, planning and projects for the improvement and renewal of production facilities.

## **Environment** GOALS

- Involve suppliers by initiating actions to reduce or mitigate the environmental impact of products and/or services
- Make internal and external personnel aware of their environmental responsibilities
- Orient design and purchasing towards technologies with a lower environmental impact
- Encourage the use of recycled materials and reduce its waste quantities
- Monitor and improve its energy and water consumption
- Improve internal and external communication
- Ensure proper waste management
- Ensure legislative compliance

## **Safety** GOALS

- Incentivising staff training and education by improving people involvement
- Improve near-miss communication (also anonymously) to identify and implement solutions
- Monitor and control especially the production departments also through internal/external audits
- Improve internal and external communication
- Ensure legislative compliance

CEO

BONOMI DOMENICO

