



A. MERATI & C.
CARTIERA DI LAVENO SPA

Integrated corporate policy

Rev. 05- 31.07.2024

A.MERATI & C. CARTIERA DI LAVENO S.P.A., thanks to its advanced technological resources and constant progress in production know-how, is recognised in Europe as a leading brand in the sector.

The consolidation and development of the competitive position achieved is the primary objective of Cartiera A. Merati, to be achieved through the continuous improvement of the quality, reliability and competitiveness of its product.

Cartiera A. Merati offers its customers a high quality product, which is achieved by paying special attention to the control of production process at all stages, from the definition of product requirements to the production stage and delivery.

Alongside its commitment to the customer, Cartiera A. Merati focuses its efforts on making the production process less and less impactful on the environment, through the constant rationalisation of natural and energy resources, with particular attention to:

- Responsible use of water resources;
- Rationalisation of the use of energy resources, flanking the use of traditional energy sources with the use of renewable ones;
- Control and reduction of emissions;
- Improving energy performance.

The framework of Cartiera A. Merati's objectives, aimed at satisfying the customer's requirements in order to achieve full satisfaction, is as follows:

- Continuous improvement of the quality and environment management system;
- Supply of products that fully comply with the explicit and implicit requirements set by customers;
- Punctuality in the delivery of products, in a manner consistent with contractual commitments;
- Prompt response in addressing and resolving any complaints from customers;
- Awareness and training of all personnel and suppliers/contractors, in order to promote and increase awareness and competence over time;
- Streamlining of the organisational structure through the use of IT tools (specific software) and training of all functions;
- Creation and development of new and potential synergies between the various departments and management system, in order to achieve real benefits and greater overall efficiency.

The objectives relating to the improvement of its corporate performances, aimed at the responsible and sustainable development of its activities are the following:

- ✓ Minimize its impact on the environment, implementing specific environmental performance;
- ✓ Evaluate specific investments for the acquisition of increasingly effective and efficient technologies focusing in particular on environmental safeguards.

To achieve the objectives set, the management undertakes to:

- Ensure compliance with mandatory and voluntary standards, through an Integrated Management System (ISO 9001-14001-45001-50001) that allows the objectives and principles of this policy to be implemented;
- Implement the process of measuring and evaluating your performance through key indicators (KPIs);
- Invest forces and resources in the ongoing training of staff at all levels, in order to raise awareness of company objectives;
- Adopt applicable best practices and technologies;
- Carry out an analysis of the risks associated with carrying out the activity and promote activities aimed at management and minimization of such risks;
- Provide human and instrumental resources necessary to achieve the set objectives and achieve continuous improvement of its performance.

- Consider accident and injury prevention activities as a priority;
- Promote the full implementation of prevention and protection measures, through the involvement of staff and interested parties;
- Constantly monitor the full implementation of prevention and protection measures
- Implementation of an occupational health and safety management system which includes:
 - Commitment to compliance with the legislation and agreements applicable to SSL;
 - The identification, through the tools provided by the job description and the organizational chart, of the responsibilities in the management of SSL, which concern the entire company organisation, from the Employer to each worker, each according to their own duties and skills;
 - The commitment to consider SSL and its results as an integral part of company management;
 - Commitment to continuous improvement and prevention;
 - The commitment to providing the necessary human and instrumental resources;
 - The commitment to ensure that workers are sensitized and trained to carry out their tasks safely and to assume their responsibilities regarding SSL;
 - The commitment to involving and consulting workers, also through their safety representatives;
 - The commitment to periodically review the policy itself and the management system implemented;
 - The commitment to define and disseminate SSL objectives and related implementation programs within the company.
 - Ensure attention to environmental aspects in compliance with mandatory regulations;
 - Ensure commitment to compliance with applicable legal requirements and other requirements;
 - Ensure commitment to pollution prevention;
 - Consolidate and maintain, through a documented system, the results achieved;
 - Compliance with workplace safety regulations.
- Adopt a self-control system for monitoring prevention and protection measures;
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- Reduce accidents and occupational diseases to zero.
- Ensure the health of employees
- Define emergency management methods in order to fully manage hazardous situations
- Analyse near misses and correctly managing company safety protocols

From an energy point of view:

- To comply with current and future legislative requirements on energy, whether mandatory or voluntary
- Equip itself with an Energy Management System, compliant with the requirements of the standards, aimed at the continuous improvement of its performance, according to the "PLAN-DO-CHECK-ACT" (PDCA) methodological scheme
- Identify, among all the firm's functions, the activities and/or areas responsible for energy consumption in order to identify potential interventions to improve energy efficiency
- Systematically share all information with the company's stakeholders (internal and external) on the status of the implementation of the Energy Management System in order to raise awareness of the subjects involved towards the established objectives

The short-term objectives that we set ourselves are therefore:

- Obtaining ISO 50001 certification, through the effective implementation of the management system in accordance with the standard.
- Setting up a support system to finalise the energy efficiency investment of the cogeneration plant
- Energy efficiency intervention linked to PNRR investment

The Company policy is issued and updated or confirmed at least annually during the management review, taking these parameters into account:

the activity carried out and the size of the company;

the nature and level of the risks present;

the type of employment contracts;

the results of the initial analysis, subsequent monitoring and risk/opportunity analysis

the changes in the context, needs and expectations of stakeholders

Laveno Mombello, 31 luglio 2024

**The Direction
Marco Merati**