



Integrated Corporate Policy

LAMINAM SpA:

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Laminam S.p.A. has decided to adopt an Integrated Corporate Policy in order to lay out and consolidate its commitment to the continuous improvement of its activities with a view to responsibility and sustainability.

In the Corporate Policy, the Management establishes the objectives to be worked towards as regards product and service quality, the sustainability of procurement, the protection of the environment, the promotion of occupational health and safety and individual well-being. This Corporate Policy is an integral part of the company's general strategy and is the constant point of reference in subsequent choices and operating decisions.

Laminam bases its sustainability strategy on four pillars:

1. **GOVERNANCE** – refers to the Laminam governance system and the instruments implemented to guarantee compliance with regulatory frameworks, voluntary restrictions and company values.
2. **PRODUCTS** – refers to Laminam products and all activities carried out to ensure their quality, aesthetics, safety and sustainability.
3. **PEOPLE** – refers to Laminam's people and the initiatives undertaken by the company to guarantee training, development, safety and well-being.
4. **OPERATIONS** – refers to the operations of Laminam, from suppliers to production sites to local communities, and all initiatives launched by the Company to avoid or mitigate the relative potential impacts.

GOVERNANCE

Laminam aims to improve its economic, social and environmental performance while continuing to create value for its stakeholders, in compliance with the law, regulations and its values. Its governance objectives also aim to improve management systems and the 231 model.

To achieve these objectives, Laminam undertakes to:

- implement an approach based, within a context analysis, on an assessment of the risks and opportunities at the various levels of the organization;
- ensure and strengthen ethical conduct in the workplace by promoting and distributing the Code of Ethics to the Company's personnel and employees;
- spread within the Company the objectives set forth in this Policy and the relative implementation and improvement programs;
- ensure that personnel is informed of all of these commitments and is knowledgeably involved in the pursuit of objectives.

PRODUCT

Laminam pursues innovation aimed at the continuous improvement of the quality, aesthetics and sustainability features of its products, such as the use of natural raw materials, the possibility to recycle them and their duration, as well as the capacity to promote a healthy environment.

In this sense, the Company aims to best identify the requirements expressed by customers and the market, continue to invest in Research & Development to develop products that meet high standards and identify the environmental impact of its products (LCA) and specific metrics to monitor it, reducing its environmental impact also including through the ethical and responsible purchasing of products and services.

In achieving its Quality objectives Laminam undertakes to:

- guarantee respect for all binding regulations and voluntary restrictions arising from the management systems that the company has decided to implement (UNI ISO 9001);
- guarantee product quality by following the rules imposed by the LEED and BREEAM certifications;
- update and redefine quality objectives in the Quality Report issued each year;
- regularly monitor and evaluate customer satisfaction to implement a product and service continuous improvement system.

PEOPLE

Laminam has placed social responsibility at the center of its corporate culture, as the best opportunity to imagine the future.

For its employees and associates, Laminam sets the primary objectives of developing and retaining talent, promoting a culture of social well-being.

Laminam undertakes to:

- maintain an attractive and inclusive work environment free from discrimination and open to diversity, where every individual can express their full potential and where merit is recognized and excellence is fostered;
- develop personnel technical and professional skills through training plans drafted on the basis of an analysis of training requirements and based on the development targets assigned;
- promote company welfare, health and safety initiatives shared with personnel based on their needs and requirements.

OPERATIONS

In order to guarantee the satisfaction of regulatory and market requirements relating to the products and services offered, Laminam establishes the criteria for processes and the acceptance of products and services, determines the resources required to achieve compliance with requirements and implements process controls.

Laminam has decided to concentrate on the improvement of Environment Health and Safety (EHS) management and the strengthening of sustainability throughout the value chain by setting several goals: constantly improving people's health and safety conditions throughout their careers; tracking and reducing impacts on the various environmental matrices deriving from its activities; monitoring supply chain ESG performance and increasing control over it; guiding the Company's commitment within local communities.

In achieving its objectives Laminam undertakes to:

- guarantee respect for all binding regulations and voluntary restrictions arising from the management systems that the company has decided to implement (UNI ISO 45001 and UNI-EN ISO 14001);
- establish procedures for receiving and resolving reports from our employees and collaborators concerning social responsibility issues and risks relating to the environment or the health and safety of the workplace and people;
- guarantee a systematic risk analysis and a careful design of modifications to processes, work environments, equipment and the organization, so as to implement continuous improvement actions, activating adequate resources and investments to carry out the interventions required to achieve objectives;
- use responsible, cutting-edge production processes and technologies which reduce the generation of waste;
- pursue environmental excellence in the research and development of innovative plant solutions as well as in the research and use of environmentally sustainable raw materials;
- identify and manage environmental, social, and economic impacts within the supply chain by implementing the ISO 20400 Standard;
- adopting the principles of sustainable procurement;
- support local projects by involving local organizations, institutions and public administrations in the areas in which Laminam carries out its activities.

Fiorano Modenese, 24th November 2021



Alberto Selmi, CEO

