LAMINAM
SUPERIOR NATURAL SURFACES

Integrated Corporate Policy

Laminam SpA: Integrated Corporate Policy

Laminam SpA has decided to adopt an Integrated Corporate Policy to clarify and consolidate its commitment to the continuous improvement of its activities, with a focus on responsibility and sustainability.
In the Integrated Corporate Policy, Management establishes the goals to set out as regards the quality of products and services, sustainable procurement, environmental protection and biodiversity preservation, promotion of workplace health and safety, professional growth, and the well-being of its employees.
This Corporate Policy is an integral part of the company's overall strategy and is a constant reference for subsequent operational choices and decisions.

Laminam bases its sustainability strategy on four pillars:

1. **GOVERNANCE** - refers to Laminam's governance system and the tools implemented to ensure compliance with regulatory frameworks, voluntary obligations, and corporate 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 people and the initiatives undertaken by the company to ensure training, development, safety, and well-being.
4. **OPERATIONS** - refers to Laminam people and the initiatives undertaken by the company to ensure training, development, safety, and well-being.

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.
Governance objectives also include improving management systems and the 231 Model.

To achieve these objectives, Laminam is committed to:

- implementing an approach based on a context analysis and assessing risks and opportunities at various levels of the organization;
- ensure and strengthen ethical behavior in the workplace by promoting and disseminating the Code of Ethics to Company employees and collaborators;
- disseminate the objectives contained in this Policy and the related implementation and improvement programs within the Company;
- ensure that personnel are informed of all these commitments and are consciously involved in pursuing these objectives.

PRODUCT

Laminam pursues innovation aimed at continuously improving the quality, aesthetics, and sustainability of its products, such as the use of natural raw materials, recyclability, and durability, as well as the ability to promote a healthy environment.
In this regard, the Company aims to better identify the requirements expressed by customers and the market, continue to invest in Research & Development to develop high-quality products, determine the environmental impact of its products (LCA) and the specific metrics to monitor it, and reduce their environmental impact, including through the ethical and responsible purchasing of products and services.

In achieving its quality objectives, Laminam is committed to:

- ensuring compliance with all mandatory regulations and voluntary constraints arising from the management systems the company has implemented (UNI ISO 9001);
- ensuring product quality in accordance with the standards imposed by LEED and BREEAM certifications;
- updating and redefining quality objectives in the annual Quality Report;
- regularly monitoring and evaluating customer satisfaction to implement a system of continuous improvement for products and services.

PEOPLE

Laminam has placed social responsibility at the heart of its corporate culture as the best opportunity to imagine the future. For its employees and collaborators, Laminam sets the primary objectives of developing and retaining talent and promoting a culture of social well-being.

Laminam is committed to:

- maintaining an attractive and inclusive work environment, free from discrimination and open to diversity, where each individual can express their full potential and where merit is recognized and excellence is fostered;
- develop the technical and professional skills of its staff through training plans developed based on an analysis of training needs and the assigned development objectives;
- promote corporate welfare, health, and safety initiatives shared with staff, starting from their needs and requests.

OPERATIONS

Pursuing continuous improvement of its products and services, Laminam is constantly committed to optimizing production processes and reducing environmental impacts. Its industrial development model represents one of the most significant initiatives in the industry, pursuing the highest standards of environmental protection and progressively reducing dependence on conventional energy sources.

Laminam rigorously monitors the environmental impact of its production processes through:

- monitoring energy resources
- monitoring emissions
- management of water resources
- waste management
- biodiversity impact assessments

Laminam has also chosen to focus on improving its Environment, Health, and Safety (EHS) management and strengthening sustainability along the entire value chain through the pursuit of the following objectives:

- constantly improving the health and safety of people throughout their working lives;
- tracking and reducing the impacts of its activities on various environmental factors;
- monitoring and increasing control of the ESG performance of the supply chain;
- directing the Company's commitment to local communities.

In achieving its objectives, Laminam is committed to:

- ensuring compliance with all mandatory regulations and voluntary constraints arising from the management systems the company has implemented;
- establishing procedures for collecting and addressing reports from our employees and collaborators regarding social responsibility issues, risks related to the environment, and health and safety of workplaces and people;
- ensuring systematic risk analysis and careful planning of changes to processes, work environments, equipment, and organization, in order to implement continuous improvement actions, activating adequate resources and investments to implement the necessary interventions to achieve its objectives;
- using responsible, cutting-edge production processes and technologies that reduce waste generation;
- pursuing environmental excellence (ISO 14001 certification) both in the research and development of innovative plant solutions and in the search for and use of eco-sustainable raw materials;
- identify and manage environmental, social, and economic impacts within the supply chain by implementing the ISO 20400 Standard and adopting the principles of sustainable procurement;
- support local projects by engaging local organizations, institutions, and public administrations in the areas where Laminam operates.

LAMINAM'S COMMITMENT TO BIODIVERSITY

Environmental protection and the preservation of biodiversity are of great importance to Laminam, which aims to be a model in the building and furnishing materials sector.
Since 2020, the company has been engaged in several biomonitoring studies essential for effective prevention and conservation of biological diversity.

Laminam acknowledges and adheres to the three objectives of the Convention on Biological Diversity (CBD):

- the conservation of biological diversity;
- the sustainable use of the components of biological diversity;
- the fair and equitable sharing of benefits arising from the use of biosphere resources.

Laminam pursues these objectives in the following fields of action:

- assessing risks and opportunities associated with our industrial and commercial activities that may impact biodiversity;
- integrating biodiversity into the environmental management system (with regular reviews of the effectiveness of biodiversity measures);
- mplementing projects to protect and promote biological diversity;
- implementing biodiversity indicators at the group's production facilities to achieve "near-natural development" for its operations, reducing land and resource consumption, engaging employees in biodiversity projects developed with the three leading Italian universities, providing training and information, and implementing projects together with partners;
- reducing the use of natural resources along the supply chain in accordance with the "Code of Conduct for Commercial Partners."

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La Direzione

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