



## COMPANY POLICY

Secco Sistemi has always aimed to represent excellence at international level in regard to solutions of integrated systems for windows and facades in galvanized steel, stainless steel, COR-TEN steel and brass.

To achieve this goal, Secco believes that it is fundamental to guarantee constant commitment to ethically sustainable development, based on the concept of Corporate Responsibility.

Secco Sistemi endeavours to develop sustainable investments and make corporate decisions based on fundamental principles and values, pursuing its objectives and integrating them into a sustainable company vision that can be outlined in terms of three dimensions:



- **PEOPLE:** pursuing social equity, the well-being of workers, respect for human rights while ensuring fairness, transparency and legitimacy in relations with key stakeholders;
- **PLANET:** ensuring respect for the environment and compliance with the current legislation;
- **PROFIT:** ensuring economic prosperity, technological innovation of processes, and product quality.

The Integrated Quality, Environment and Safety Management System compliant with the ISO 9001, ISO 14001, and ISO 45001 standards is one of the tools employed to fulfil Secco Sistemi's objectives.

### PEOPLE

Secco Sistemi practices socially correct and responsible behaviour: it does not use nor support child labour or forced labour; it does not discriminate against its workers and collaborators, nor does it enforce corporal punishment, physical or mental coercion, or verbal abuse towards the same.

The Management is committed to enhance its role by:

- Employing resources based on their aptitudes and job skills, avoiding all types of discrimination;
- Guaranteeing equal opportunities, beyond current regulations, avoiding differentiated treatment as regards people of different races, political beliefs, spiritual and sexual orientation;
- Guaranteeing flexible working hours to employees;
- Ensuring freedom of association and expression for all workers in the context of wider respect for individual dignity. Compensation and working hours are guaranteed in accordance with the law in force and the national collective labour agreement;
- Ensuring compliance with legislation and applicable regulations on health and safety at the workplace;
- Actively engaging in accident prevention.



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### PROFIT

The economic prosperity of Secco Sistemi is inextricably linked to the improvement of product quality and services to the customer; for this reason, Secco Sistemi is committed to:

- Constantly improve Company Organisation;
- Measure and increase customer satisfaction by providing assistance and support;
- Increase the quality level of business processes by defining, managing and monitoring quality indicators;
- Monitor the performance of its suppliers and evaluate any new collaborations with suppliers that guarantee the requirements set out in this Policy;
- Train and sensitize resources upholding the significance of consequences related to the performance of their activities through continuous instruction;
- Invest physical and financial resources in Innovation;
- Increase and improve available infrastructure used in the execution of its business processes.

### PLANET

Respect for the environment is a distinct commitment, which is not fulfilled only by complying with the mandatory regulations, but by involving all sectors of the company. From this perspective, Secco Sistemi is committed to:

- Evaluate and monitor constantly the environmental aspects and the ensuing impacts that can derive from the activity carried out, in order to prevent any pollution or disturbance toward the population and all key stakeholders;
- Respect the legislation and the environmental regulations applicable to the activity carried out;
- Improve environmental performance continuously by adopting objectives entailing periodic development;
- Monitor and optimize the consumption of energy resources in order to minimize them;
- Involve all personnel and raise awareness through continuous training and empowerment to increase the degree of environmental cognizance;

Secco Sistemi is committed to ensuring the application of the Integrated Management System in order to pursue its mission, with a view to ongoing improvement and continuous integration of the environmental, social and commercial aspects.

This Policy is reassessed at the annual review, prepared by the department with the active support of the management and distributed to all key stakeholders. As far as it falls under their responsibility, internal staff must ensure that the activities are carried out in compliance with the values and principles listed above.