



## QUALITY, ENVIRONMENT AND OCCUPATIONAL HEALTH AND SAFETY POLICY

Industrial Wear's Policy for Quality, the Environment and Occupational Health and Safety is intended as a means of leading the company towards the improvement of its performance with regard to the products and services supplied to the client, respect for the Environment and the protection of the health and safety of the workers. To this end, the integrated management system must make it possible to constantly satisfy the needs and expectations of the client, control and reduce its environmental impact and minimise the risks to health and safety at work, compatible with the nature of the activity carried out and the size of the company.

To this end, the General Management of Industrial Wear has decided to voluntarily adopt the following management systems:

UNI EN ISO 9001:2015- UNI EN ISO 14001:2015- UNI ISO 45001:2018

and the GOTS certification standard

The Executive Board is therefore committed to

- meeting the customer's expectations also understood as compliance with specified requirements;
- protect the customer by refraining from unfair commercial, marketing and advertising practices;
- comply with mandatory regulations;
- assist and advise the customer;
- realise deliveries in the shortest possible time and always within the agreed and established deadlines;
- Involve staff in supporting the management system and achieving company objectives;
- protect the environment and continuously improve its environmental performance. In particular, monitoring is implemented with aim of reducing environmental impacts related to:
  - energy, water and gas consumption
  - disposal of any effluent
  - gas emissions into the atmosphere
  - solid and liquid waste
  - chemicals
- eliminate hazards and reduce risks to health and safety at work;
- detect and record any NCs encountered during the execution of activities and take effective action to resolve them and prevent their recurrence;
- respond to any complaints from customers concerning the activities carried out;
- clearly define responsibilities, authorities and tasks within the company;
- Involve, consult and train all the company's staff, who are individually responsible for the quality of their work, its environmental implications and compliance with the prevention and protection measures provided;
- periodically reviewing the analysis of the context, the needs and expectations of stakeholders and the analysis of risks and opportunities, and consequently this Policy, in order to ensure its continuing appropriateness and implement the continuous improvement of the company's management system.



- Use due diligence in decision-making processes concerning GOTS standard criteria, following the following six steps:
  1. Integration of the due diligence process into their policies and management systems;
  2. Identification of actual or potential negative impacts associated with its activities through risk assessment;
  3. Development of strategies to cease, prevent or mitigate negative impacts;
  4. Monitoring the implementation of due diligence and its results;
  5. Reporting on how impacts have been addressed;
  6. Adoption of any actions to remedy the damage;
- exercise due diligence on the most significant risks related to its activities and supply chain, involving internal and external stakeholders;
- prevent its own contribution to negative impacts through its procurement practices and to promote a supply chain that is careful and respectful of human and labour rights and the environment;
- promote the exercise of due diligence on the most significant risks in its suppliers;
- carry out legitimate remedial processes if the activities of Industrial Wear or its supply chain have caused harm to people or the environment.

Lastly, the Executive Board undertakes to give this document the utmost prominence and publicity.

Fiumana di Predappio, 29th october 2024

La Direzione Generale