

IRIAL Srl has set itself the goal of developing a program that guarantees the sustainability of its activities and the products (*) it supplies to the market (**). This program involves systematic integration with the factors of the context in which the Organization operates, linked to the operational, financial, economic, environmental and social aspects of the business, in the growth strategies of Irial Srl, which are oriented towards maximizing the value generated by the Company.

The development of this sustainability program involves the adoption of the following principles which, from a systems integration perspective, cover the following thematic areas, described in this Document that is an Integrated Policy:

- Environment, Health and Safety at work
- Quality
- Ethics
- Supply Chain Security

Environment, Health and Safety at work: Irial's program in this area includes:

- Compliance with legal and contractual requirements related to the Environment, Health and Safety at Work.
- The commitment to improving the environmental performance of our processes and products, to the conservation of natural resources, to the prevention of pollution. This translates into a constant search towards:
 - o The development of each new product avoiding multi-material combinations thus making the product recyclable at the end of its life.
 - o The development of new products using the waste resulting from processing as much as possible and reducing the waste that goes to external recovery to a minimum.
 - o The management of scrap so that it can be recycled correctly and a second life possible.
- The commitment to be an active player in reducing waste of natural resources: (water, gas, energy, paper). IRIAL is aware that it is small gestures that guarantee great results. IRIAL is committed to training staff who are aware of the need for small daily attentions in the use of spaces and materials that correct waste and incorrect use of the resources provided.
- The harmonization of the production site in the local context through an adequate structure of the buildings and the containment of emissions and noise, to the benefit of the workers and the nearby community.
- The provision of adequate, safe, healthy, clean, protected and well-organised workplaces, with the aim of ZERO accidents, injuries and illnesses, through the prevention of environmental, health and safety risks at work, with a process monitoring, analysis, evaluation and minimization of the risks themselves also through the adoption of technologies, materials and operational practices that reduce such risks to ZERO.

Quality: Irial's program in this area includes:

- Compliance with legal and contractual requirements related to Quality.
- The absolute centrality of the Customer who must be the inspirer of every innovation or action to improve and improve the efficiency of one's processes or products;
- The continuous improvement of the reliability of company processes, the commitment to achieving results in line with objectives and to the creation of products and services that satisfy the needs and expectations of customers and all stakeholders.
- Commitment to continuous improvement of customer satisfaction with the products and services offered.
- The preparation of adequate metrics accompanied by objectives (in terms of product/service variables and in terms of process variables) that allow performance to be monitored and appropriate decisions to be made in the event of deviation
- The preparation of adequate control, monitoring and intervention plans in order to evaluate each quality risk with the aim of minimizing it if not eliminating it.

Ethics: Irial's program in this area includes:

- The valorisation and involvement of Human Resources, guaranteeing them adequate organizational knowledge and the development of skills and awareness through an adequate training, development and growth programme.
- The necessary information for all Stakeholders (Employees, Local Community, Public Administration, Control Bodies, Schools, Trade Unions, Media, Customers and Suppliers).
- The involvement of Suppliers, seen from the perspective of proactive collaboration aimed at developing the interests of both Parties.
- The prohibition of any form of transgression of current laws. By way of non-exhaustive examples, environmental laws, health and safety, administration, relations with the employer

(*) IRIAL srl deals with the design, industrialization and production of decorative surfaces. Added to this traditional area is the production of satin-finished and painted aluminum objects for the home and for bookcases in particular.

(**) Irial works for large-scale distribution, shipbuilding and for end customers with a branded brand (IRIALHOME) via e-commerce.

- The prohibition on altering documents in contents, dates, signatures, descriptions, etc. whatever nature these documents may be.
- The prohibition on receiving, demanding and offering, directly or indirectly, compensation of any nature, gifts, economic advantages or other benefits from, or to, a public or private entity that exceed a modest value and the limits of reasonable courtesy practices and are susceptible to being interpreted as aimed at unduly influencing the relationships between Irial s.r.l. and the aforementioned subject. Gifts and any expenses for meals, transfers or entertainment offered to public or private entities must be made in relation to actual business purposes and must be reasonable and in good faith. They can never consist of sums of money. The products made by IRIAL s.r.l. may be offered, without exception, under the same terms and conditions applied to customers of the same characteristics in normal commercial activity. Any gifts and entertainment expenses (including meals, trips or other entertainment) offered to IRIAL s.r.l. employees. they must be carried out in relation to actual business purposes, be reasonable and in good faith, and can never consist of sums of money.
- Everyone's right to be treated with dignity and respect during working hours by reporting any problems related to the workplace in order to improve it.
- Everyone's commitment to ensuring a working environment in which relationships with others are based on respect and professionalism. Any harassing, unprofessional or inappropriate behavior, even if legal, will not be tolerated.
- The prohibition of any form of harassment and/or discrimination based on race, skin color, age, sex, country of origin, ability or disability, religion, sexual orientation, marital status, pregnancy.
- The prohibition of written or oral communications that contain insults, accusations, negative stereotypes or threats that are targeted at individuals or groups based on personal characteristics such as age, disability, marital status, country of origin, race or color, religion, sex, orientation sexual; unwanted physical contact; photographs (including in social networks), drawings or offensive gestures.

Supply Chain Security: Irial's program in this area includes:

- A work environment that must be able to guarantee adequate protection of people and company assets against losses from intentional and non-intentional destruction, theft and damage.
- The protection of Irial own assets (real estate, IT and movables), which is of fundamental importance in carrying out the activities in order to achieve the business objectives while respecting and protecting Irialown expectations and that of all stakeholders.
- Maximum attention in the analysis of potential security risks relating to the entire company assets
- Promote the perception and knowledge of safety among all workers, promoting a process of continuous improvement in order to raise the level of SECURITY, through correct behavior of all employees and partners
- Tension towards the objective of ZERO safety incidents in the logistics chain;
- The guarantee of an effective monitoring system of the most significant aspects connected to its activities and referred to by the rules to which this Policy applies;
- That the human, financial, instrumental, technological and structural resources necessary to pursue the objectives and improvement programs are made available.

Irial guarantees the promotion of company process verification activities aimed at evaluating performance and compliance with policies, through an approach based on risk assessment, with the aim of carrying out adequate improvement planning.

Noventa di Piave, 31 May 2023


the DG
Maria Iris TIBERIO