

## INTEGRATED POLICY ON SOCIAL RESPONSIBILITY, ENVIRONMENTAL PROTECTION, HEALTH AND SAFETY

### Valdagno Plant

The Company considers the safeguarding and respect for people and the environment to be of fundamental importance in the implementation of its business strategies, and as essential elements for achieving product quality and customer satisfaction. To this end, it has implemented and maintains an Integrated Management System for Health and Safety, Environment, and Social Responsibility, inspired by national and international standards ISO45001, ISO14001, and SA8000, OekoTex Standard 100, HIGG FEM and HIGG FSLM, and adheres to the ZDHC protocol with the primary goal of ensuring over time:

- compliance with applicable legislation, reference standards, and requirements imposed by authorities, always promoting transparency, honesty, and cooperation with them;
- the protection of people, their health and safety, and the environment in carrying out its activities according to principles of responsibility, precaution, prevention, and protection, with particular attention to disadvantaged individuals;
- the prevention of contamination, accidents, injuries, and occupational diseases, proper management of emergencies and unexpected anomalies, and continuous improvement of performance and processes.
- Marzotto Wool Manufacturing's commitment to the Planet is also demonstrated through concrete projects for:
  - reducing emissions by using renewable energy sources, improving the efficiency of buildings and systems, adopting new technologies, and streamlining processes;
  - reducing resource consumption through recovery and system optimization;
  - purchasing raw materials that ensure respect for animals and the environment.
- Marzotto Wool Manufacturing S.r.l. makes all the necessary human and technical resources available at its Valdagno headquarters to the dedicated structures (Prevention and Protection Service, Integrated System Manager, and Social Performance Team) for the achievement of the established objectives and commits to:
  - considering contextual factors, the needs and expectations of stakeholders, significant aspects, and compliance obligations in the identification and evaluation of risks and opportunities, and in the consequent planning, implementation, and periodic review of the management system;
  - defining objectives and actions (technical, organizational, procedural) aimed at a reasonable and continuous improvement of the system and its performance, using, where technically and economically feasible, the best available solutions and incorporating the requests and reports from stakeholders;
  - progressively controlling and reducing impacts on people and environmental matrices, favoring choices oriented toward sustainability and eco-compatibility;
  - involving its employees, their representatives, collaborators, and suppliers through awareness, information, and training initiatives in pursuing the same goal, promoting periodic communication on the results achieved and planned actions, raising awareness of existing risks, and developing skills to address them;
  - not resorting to or supporting the use of child labor, forced, or compulsory labor;
  - complying with current laws and collective bargaining agreements regarding working hours, rest periods, and holidays, ensuring fair and adequate remuneration;
  - respecting employees' right to associate and join trade unions of their choice, avoiding any interference in their operations;
  - fostering positive relations between different corporate functions and with external stakeholders through the involvement of workers in internal surveys, self-assessment initiatives, and improvement planning;
  - ensuring equal opportunities for all individuals working in the organization, not allowing any form of discrimination based on race, national or social origin, religion, disability, gender, sexual orientation, etc.;
  - not resorting to or tolerating punitive, violent behavior, or physical or verbal abuse in the workplace;
  - treating all personnel with dignity and respect, without using or supporting coercive disciplinary practices;
  - selecting and evaluating suppliers also based on their legal compliance and adherence to the principles outlined above.

This Policy document serves as the reference framework for establishing and reviewing improvement objectives.

The Policy is communicated to all company personnel on the site and made available to stakeholders.

Valdagno, March 1st, 2026

Chief Executive Officer  
Riccardo Bilancioni

