

Quality, Environment, Safety, SA8000 Policy

History

Version	Date	Author	Modifications
0.1	18/12/2020	Sustainability, IP, Corporate Affairs & IA	Emission
1.0	26/10/2021	Sustainability, IP, Corporate Affairs & IA	Updating
2.0	24/06/2022	Sustainability, IP, Corporate Affairs & IA	SA8000 implementation

JAKALA Codification

Document Labeling	Document Name
PL_01 Quality, Environment, Safety, SA8000 Policy	Quality, Environment, Safety, SA8000 Policy

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Approval

Approved by	Date
BoD	16/12/2020
General Management	26/10/2021
General Management	24/06/2022

Data Classification

Level
Public

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Introduction

The management of the JAKALA Group ("JAKALA"), and for it the Chief IA, Risk & Corporate Affairs, is committed to conduct its activities according to the principles of quality, safety, transparency, and sustainability towards all parties affected by its activities.

This requires the company's commitment to the design, implementation and constant improvement of a business management system that considers and fulfills a heterogeneous set of requirements, all essentially aimed at building quality relationships with customers, suppliers, and collaborators, both internal and external.

For JAKALA, this corporate policy document represents the expression of its responsibilities and commitment to implement behaviors and activities capable of bringing about an improvement in its performance, including in the environmental, ethical-social, health and safety in the workplace fields, by placing at the center of its attentions the individuals as an essential resource for their cultural growth, the customer as an essential resource for corporate development, and the environment as a common wealth to be safeguarded.

Mission

JAKALA, with its purpose Unlock Sustainable Growth intends Quality, Ethics, Environment and Safety as a corporate value in which everyone reflects, while the tools provided by the Management System are to be seen as support to improve their own work.

In order that the Management System to ensure maximum added value to business processes, it must guarantee the improvement of the methodologies and the technologies, the re-evaluation of human resources, the acquisition of the most appropriate technical knowledges, and the accurate management of information on the results achieved. JAKALA makes the philosophy of continuous improvement its own, using all the indications obtained from the systematic detection of its weaknesses.

Founding values of JAKALA's policy are the dedication to customers and stakeholders, the professional excellence, the reliability of products and services offered, the transparency, fairness, innovation and creativity, and the respect for ethical values and the individuals.

JAKALA's planning and strategic decisions, in accordance with the ethical codes of conduct that guide social responsibility behavior, are however aimed at continuous improvement in all areas of the company, as well as the maximum respect for the environment and health and safety in the workplace.

In this regard, the JAKALA Group has adopted several policies, such as: the Policy on the Protection of Human Rights, the Indoor Air quality and Supplier Conduct Policy, and the Policy for the Protection of Minors. In particular, these new policies are inserted into the wider documentary set that includes the Group Code of Ethics, the Anti-Corruption Management System Manual, the Whistleblowing Policy and the Conflict-of-Interest Policy, the Quality, Environment and Safety Manual, and the Organization, Management and Control Model for the Parent Company.

The integration of these policies contributes to the implementation of an integrated Management System in accordance with the standards UNI EN ISO 9001, 14001, 45001, SA8000, to the Anti-Bribery

Management System UNI EN ISO 37001, as well as facilitating the path of measuring the impact of the Parent Company as a Benefit Company.

With specific regard to the areas of environment and safety, JAKALA's commitment turns primarily to reducing environmental impacts and saving natural resources to continuously improve the environmental performance both in the territories in which it operates directly and globally.

JAKALA undertakes, by providing human, instrumental and economic resources, to design, equip and arrange workplaces and to carry out its activities based on technical, organizational and economic conditions that will ensure adequate accident prevention and a safe and suitable working environment..

Strategy

Within the context outlined by its assigned mission, JAKALA has identified several strategies to realize its commitments:

- ✓ Guarantee the evolution of products while ensuring that the high level of reliability achieved is maintained;
- ✓ Manifest willingness, competently handle customer inquiries, and use all necessary tools for customer retention and constantly attract new business opportunities;
- ✓ Establish goals aimed at the highest possible environmental efficiency through the stages of planning, acting, monitoring and reviewing in order to reduce the impact on the global environment of JAKALA's activities;
- ✓ Research and implement, where applicable, appropriate initiatives and technologies for increasing product quality and safety with reduction of consumption and waste;
- ✓ Comply with applicable legal requirements and other compliance obligations, regulations, and environmental and safety standards;
- ✓ Involve, raise and increase the level of awareness of the entire business organization, and also of the staff working on its behalf, to a culture of greater personal responsibility and respect for both the environment and health and safety;
- ✓ Maintain updated information, education and training of JAKALA's staff and also those working on its behalf on environmental and occupational health and safety issues;
- ✓ Collaborate with its customers in identifying their needs, working to offer them solutions increasingly designed around their needs, prioritizing solutions that minimize both our own and our customers' environmental impacts;
- ✓ Cooperate with our suppliers in identifying materials, technologies, and logistical solutions that enable maximum care for the quality and safety of products as well as their environmental and economic sustainability;
- ✓ Create a business environment that allows those who work there to find fulfillment of their expectations, enabling them to fully express their aptitudes and develop their work to the fullest.

Goals

In general, JAKALA's Quality, Environment and Safety, Ethics and Anti-Corruption Policy is focused on achieving goals that are in syntony with its mission and the strategies outlined to achieve it:

- ✓ Maintain the UNI EN ISO 9001:2015 Quality System for the certified Group companies;
- ✓ Meet the customer's needs and provide for their total satisfaction;
- ✓ Integrate the monitoring of environmental indicators into significant business processes through trained human resources, specialized skills and appropriate organizational solutions;
- ✓ Adopt technologies and solutions in its settlements aimed at continuous improvement of efficiency, the lowest possible energy consumption and maximum respect for the health and safety of those who work there and the environment;
- ✓ Adopt the best technologies on the market and those that are environmentally and economically sustainable to reduce the environmental impact of JAKALA-managed products (in terms of CO2 emissions but not only) compared to similar products on the market;
- ✓ Adopt the best technologies and business strategies with the aim of reducing the use of plastic and printed paper;
- ✓ Introduce a program to gradually reduce CO2 emissions related to company vehicles and motor vehicles and employee travel/transfer policies;
- ✓ Integrate circular economy principles into business strategies and processes; prioritizing the use of recycled resources and/or employing raw materials/semi-finished products obtained/manufactured in an environmentally and ecosystemfriendly manner;
- ✓ Determine environmental aspects by considering a life cycle perspective, assessing the stages that can be controlled or influenced by the organization;
- ✓ Transpose SA8000's guidance on child labor protection, prohibition of forced and compulsory labor, discrimination, disciplinary practices, health and safety, working hours and remuneration;
- ✓ Support at the suppliers a qualification activity aimed at compliance with quality, environmental compliance, occupational health and safety procedures;
- ✓ Continue Supply Chain profiling and mapping activities on ethical, social and environmental risks;
- ✓ Promote initiatives to raise awareness on issues related to occupational health and safety and environmental conservation;
- ✓ Establish an individual and collective education and improvement program that enables each employee and collaborator to be fully aware of the consequences of their actions and activities;
- ✓ Maintain the UNI EN ISO 45001: 2018 and 14001: 2015 Health and Safety and environmental,Management System certification, where present, and arrange to plan for its extension-where possible-to all JAKALA settlements, even if they already operate and are monitored according to existing procedures in the company's management system.