

ILCAM S.p.A., recognises Quality, the Environment, Energy, Workers' Health and Safety and Ethics as conditioning and strategic factors in the exercise and development of its industrial activities and in relations with its Customers, Suppliers, Shareholders, Institutions and local communities. The Management:

- Establishes as its primary objectives the progressive development of the company through the full satisfaction of its Customers, owners and workers, the protection of human life and the preservation of the environment.
- It supports the continuous development of appropriate management systems for the implementation, monitoring and improvement of the activities necessary to achieve the primary objectives, paying attention not only to production needs and mandatory legislative requirements, but encouraging proactive behaviour aimed at achieving a desirable level of environmental, social and economic sustainability.

In line with the management's intentions, the following certification objectives were achieved:

- **1995: ISO 9001 Quality Management System;**
- **2001: FSC-STD-40-004 Chain of Custody Management System;**
- **2010: PEFC-ITA-1002 PEFC Chain of Custody Management System;**
- **2010: ISO 14001 Environmental Management System;**
- **2013: OHSAS 18001 Occupational Health and Safety Management System;** later replaced by
- **2021: ISO 45001 Occupational Health and Safety Management System.**
- It establishes specific principles and objectives for each of the above-mentioned conditioning and strategic factors.
- Requires that the content of the integrated policy and the company's commitments be disseminated to staff, customers, suppliers and other interested parties.

QUALITY

The Management of **ILCAM S.p.A.** considers of great importance that:

- Everyone working within **ILCAM S.p.A.** is motivated and oriented towards the goal of satisfying customer requirements and to actively work for the continuous improvement of the quality of products and services. In order to achieve this adequate training of employees must be provided.
- The company's competitiveness is to be improved by reducing production and quality costs, also using Lean Manufacturing techniques, by keeping the company's technological and plant structure high and up-to-date and by activating all possible innovative tools in terms of service and internal and external communication. Critical processes to achieve this must be identified and regulated.
- The company's performance monitoring system must be refined using methodologies and parameters that allow performance to be measured and compared over time and improvement actions to be defined.
- Integration between company functions and the professional growth of employees is fostered.
- The development of the new product should be directed as far as possible towards the use of recyclable, recycled, renewable or otherwise environmentally friendly raw materials, as well as meeting the best safety standards in terms of composition and emissions.

CERTIFIED CHAINS OF CUSTODY

The Management of **ILCAM S.p.A.** undertakes to:

- to support the CoC Manager and all entities involved in the implementation of chain of custody management systems and to verify the maintenance of compliance with the chain of custody requirements defined by the **FSC-STD-40-004** and **PEFC ITA 1002** standards;
- raising awareness among Customers and Suppliers of the purposes of **FSC® (FSC-C008464)** and **PEFC** and promoting the relevant certifications (**ILCAM S.p.A.** in the past has sponsored the forest certification of 4 sawmills in Ukraine);
- with regard to procurement:
 - (GENERAL) to preferably choose suppliers that operate in respect of responsible and sustainable management of forest resources and procurement channels of wood products from sustainably managed forests;
 - (FSC®) not to be directly or indirectly involved in "unacceptable activities" as defined in FSC-POL-01-004 "Policy for the Association of Organizations with FSC®" relevant to procurement activity;
 - (PEFC) not to use for its products included in the "PEFC product groups" forest and tree based materials from "unknown sources" or "controversial sources" as defined by the standard;
- social, health, safety and labour requirements:
 - (GENERAL) to apply the provisions laid down in the WOOD INDUSTRY CCNL;
 - (FSC®) to respect labour rights and obligations established by national laws or regulations;
 - (FSC®) to comply with FSC® labour rights requirements on child labour, forced and compulsory labour, discrimination in employment and occupation, freedom of association and collective bargaining, and to raise awareness of these issues among subcontractors;
 - (GENERAL) not to be directly or indirectly involved in "unacceptable activities", as defined in FSC-POL-01-004 "Policy for the Association of Organizations with FSC®", and in particular in the violation of traditional and human rights (**Universal Declaration of Human Rights of the United Nations**) and the violation of any fundamental ILO convention as defined in the ILO Declaration on **Fundamental Principles and Rights at Work (1998)**;
- to periodically analyze the FSC® and PEFC budgets to verify the congruity of the final data;
- to promptly inform its customers of any unavailability of products obtained with PEFC or FSC® certified wood material.

ENVIRONMENT AND ENERGY

The Management of **ILCAM S.p.A.** considers of significant importance:

- to maintain the compliance of its Environment and Energy Management System with compulsory legislation (with particular reference to Legislative Decree 152/2006 and its subsequent amendments), the requirements of voluntary certification and compliance with customer requirements;
- pursue eco-sustainable development, devoting maximum attention to the prevention of pollution;
- identify and monitor the direct and indirect environmental and energy impacts of current and planned activities (e.g.: introduction of new processes, machinery or substances);
- establish objectives and define improvement actions (improvement programme), implementing them preferably using the best available technologies;
- intervene promptly in the event of deviations in the monitored parameters, potentially affecting the quality of the environment;
- promote the use of the best technologies available on the market and the use of products and raw materials with a lower environmental impact (e.g. material from recycling chains; FSC® or PEFC certified wood-based materials);
- promote eco-sustainable product design and waste reduction (push for recycling);
- promote communication and collaboration with suppliers and customers to reduce indirect environmental and energy impacts;
- motivate, train and empower staff to pursue the goal of environmental protection and energy saving;
- periodically review the system documentation and this Policy in order to keep them adequate and relevant to the changing business conditions.

SAFETY

The Management of **ILCAM S.p.A.** considers of great importance to:

- comply with applicable legislation on health and safety at work;
- promote the prevention of accidents and occupational illnesses;
- disseminate this policy to all persons working under the control of the organisation so that they are aware during the performance of their duties of **ILCAM S.p.A.**'s objectives in terms of Safety and Health;
- develop the involvement, motivation and professional development of all of the staff;
- promote activities for the prevention of accidents and occupational illnesses through the active involvement of the RLS;
- ensure the efficiency of all machinery that has an impact on Safety and Health;
- promote the progressive improvement of working environments through the continuous search for products and technological and organisational solutions that comply with ergonomic criteria that raise the standards of Health and Safety at Work;

These objectives can be achieved through:

- the identification, assessment and adoption of appropriate preventive measures for risks arising from current or planned company activities;
- the identification and assessment of risks due to accidents, potential accidents, emergency situations;
- the selection and control of suppliers to ensure that they guarantee compliance with the safety principles to which the Company adheres;
- adequate training for all of the staff;
- the internal dissemination of knowledge of safety issues and related technical and organisational disciplines;
- periodic monitoring of maintenance operations;
- the implementation of national and local laws and international conventions relating to the management of personnel with regard to worker health and safety.

ETHICS

ILCAM S.p.A. has always operated with great attention to the respect of ethical values towards its collaborators, with the aim of developing, maintaining and strengthening policies that fully comply with current national and international laws. The guidelines followed by the company are those listed in the SA8000 standard, which fully summarises the spirit of **ILCAM S.p.A.**'s ethical policy.

ILCAM S.p.A. adopts the 8 principles defined in the standard, namely:

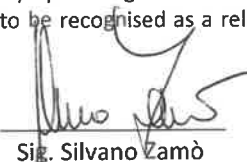
- does not use and does not support child labour
- does not use and does not support forced labour;
- is at the forefront in protecting health and safety in the workplace;
- respects workers' right to free trade union association and collective bargaining;
- does not discriminate against staff on the basis of gender, race, class, sexual orientation, religion, political affiliation, in hiring, remuneration, training, dismissal;
- does not use or support disciplinary procedures outside those defined in the collective labour agreement;
- respects the rules of the employment contract with regard to working hours;
- respects the rules of the employment contract with regard to remuneration aspects.

The primary objectives are to guarantee the protection of human life, to preserve the environment from all forms of pollution while respecting the implicit and explicit requests of the suppliers' customers, to limit energy consumption by optimising the use of its production facilities and favouring the use of energy from renewable sources, as well as to earn their trust and to be recognised as a reliable and high quality company.

Il Presidente:


Dott. Pierluigi Zamò

Il Vicepresidente:


Sig. Silvano Zamò