

MOBILCLAN S.p.A., in considering Quality, the Environment and Workers' Health and Safety as crucial and strategic factors in the pursuit and development of industrial activities, has adopted an integrated Policy for Quality, the Environment, Health and Safety and Business Ethics.

The company's policy is aimed at solving and preventing problems, continuously improving the corporate process and correctly identifying and implementing possible development paths.

The company's approach is, therefore, to proactively integrate its business needs with requirements to protect the environment and workers.

MOBILCLAN S.p.A.'s policy is based on an efficient system that guarantees the large-scale manufacture of wood/MDF doors in compliance with national and international regulations.

The primary goals are to ensure the protection of human life and the preservation of the environment from all forms of pollution in compliance with the implicit and explicit requests of all the stakeholders; indirectly, the goals are also to gain and retain credibility and reliability in the eyes of the customer to be recognised as a reliable and high-quality company.

To achieve the policy, it is essential that there is awareness and sharing by everyone in the organisation and that everyone works in accordance with their own expertise and responsibility and is open to change, thus contributing towards the company project, through a reciprocal exchange of ideas as a source of personal and corporate growth.

The company is committed to adopting management systems based on the following principles in order to comply with the above-mentioned goals.

QUALITY

MOBILCLAN S.p.A. implements a Quality management system in compliance with the UNI EN ISO 9001 standard and, in particular, undertakes to:

- periodically define goals that are in line with the company *mission*;
- provide all the resources required to support the organisation in achieving the goals;
- involve staff at all levels, by motivating them and encouraging the fulfilment of customer requirements, by continually improving the quality of products and services, and achieving the company's goals;
- implement internal and third-party audits as an essential component to support the process of continual improvement;
- promote the continuous monitoring of the company's progress by collecting and analysing data to define which areas require intervention and priorities;
- encourage inter-departmental integration and the professional growth of employees.

ENVIRONMENT

MOBILCLAN S.p.A. implements an environmental management system in compliance with the UNI EN ISO 14001 standard and, in particular, undertakes to:

- pursue its development in an environmentally sustainable manner, by doing its utmost to prevent pollution;
- assess the direct and indirect environmental impacts of current and future activities;
- control the environmental impacts identified by introducing scheduled interventions into the improvement programme which takes into account the best technology available;
- communicate and work with suppliers to minimise indirect environmental impacts;

- minimise the quantity of waste products by recycling as much material as possible;
- motivate all staff to engage in the protection of the environment, instruct them and make them responsible for their tasks in protecting the environment;
- **MOBILCLAN S.p.A.** has introduced training plans and specific initiatives for increasing the awareness of its employees on the aspects regarding respect for the environment and undertakes to comply with the legal or any other provisions made towards its customers.

In close connection with the environmental management system, the company adopts a chain of custody system aimed at the responsible management of forestry products and also applies the European REACH regulation for the responsible management of risks due to chemical substances.

CHAIN OF CUSTODY FOR FORESTRY PRODUCTS AND TIMBER REGULATION

MOBILCLAN S.p.A. has obtained FSC® and PEFC certification. In particular, a policy for the management of forestry products is implemented with the aim of preventing the sourcing and trading of timber or wood fibre that violates the rules and principles laid down by the Forest Stewardship Council® and the PEFC ST 2002 - ITA 1002 standard, thus guaranteeing product traceability along the entire supply chain.

The company researches and assesses supply sources to ensure that the certified volumes, used for products sold with one of these two certifications, are both regular and adequate, as well as implementing the necessary control methods.

MOBILCLAN S.p.A. also undertakes to promptly inform its customers, with whom it has stipulated agreements for the supply of certified material, of any unavailability of products made from timber that is not FSC or PEFC certified.

The organisation also undertakes to observe the requirements on the protection of the fundamental rights of FSC work.

In October 2010, the European Union approved a regulation to prevent trade in illegal timber in Europe. From March 3, 2013, **Regulation (EU) 995/2010**, better known as **EU Timber Regulation (EUTR)**, came into force which is applied to timber and all timber products, including paper. For companies who place wood fibre-based products in Europe, the regulation prohibits the placing and trade of illegally sourced products and enforces the adoption of an internal “due diligence” system.

Compliance with the provisions of the Timber Regulation is a fundamental part of the mission and culture of **MOBILCLAN S.p.A.** and its suppliers.

REACH REGULATION

Published on 30/12/2006, “REACH” - regulation (EC) 1907/2006 - an acronym for Registration, Evaluation, Authorisation and Restriction of Chemicals, is a review of the set of European standards for chemicals to ensure the protection of public health and the environment. It imposes greater responsibility on industry to manage the risks of chemicals by providing safety information for substances placed on the market.

The goal of REACH is to improve the protection of human health and the environment through an improved and more timely identification of the intrinsic properties of numerous chemical substances. Consequently, registration is an obligation both for manufacturers and importers, who must provide the European Chemicals Agency (ECHA) with detailed product information. Compliance with the provisions of REACH is a fundamental part of the mission and culture of **MOBILCLAN S.p.A.** and its suppliers.

HEALTH AND SAFETY

MOBILCLAN S.p.A. implements a management system for Health and Safety in compliance with the UNI ISO 45001 standard and it undertakes, in particular, to:

- observe the applicable legislation for health and safety in the workplace;
- spread awareness of this policy to all staff who work for the organisation so that they understand the goals established by **MOBILCLAN S.p.A.** in terms of health and safety as they carry out their tasks;
- encourage the involvement and motivation in and development of professionalism for all staff;
- promote actions to prevent injury and occupational diseases through the active involvement of the HSEs;
- ensure the efficiency of all the machinery which has an impact on Health and Safety;
- promote the progressive improvement of work environments through ongoing research into products and technological and organisational solutions compliant with the ergonomic criteria which raise the standards of health and safety in the workplace;
- eliminate hazards and reduce risks.

These goals can be achieved through:

- the identification, assessment and adoption of suitable preventive measures of risks arising from current and future activities in the company;
- the identification and assessment of risks caused by accidents, potential accidents and emergency situations;
- the selection and verification of its suppliers to ensure compliance with the principles of safety to which the company adheres;
- suitable training for all staff;
- the dissemination of awareness of safety issues and related technical and organisation disciplines within the company;
- the periodic monitoring of maintenance work;
- the transposition of national and local laws and international conventions relating to staff management in the field of worker's health and safety.

ETHICS

MOBILCLAN S.p.A. operates with a focus on respect for ethical values towards all its stakeholders, drawing inspiration from the relevant national and international principles and standards. In particular, **MOBILCLAN S.p.A.:**

- promotes human dignity and values human beings;
- does not use child labour;
- does not use any form of forced and mandatory work;
- avoids all forms of discrimination and offers equal opportunity to all workers;
- respects the freedom of association and the right to collective bargaining;
- respects the rules of the employment contract in terms of working hours and pay;
- ensures the protection of the privacy of staff and their right to work without being subjected to undue influence;
- is committed to promoting a culture of safety in the workplace and respect for the environment.

The company has also adopted a code of ethics with the aim of declaring and disseminating all the principles and rules of conduct to which all those who operate within the company are subject, and at the same time a Supervisory Board to act as guarantor of the code of ethics.

Established objectives are periodically monitored and actions for continuous improvement are defined; the corporate policy is regularly reviewed to ensure that it remains relevant and appropriate to the organisation.

Gaiarine, 25/08/2022

The CEO / The safety officer