

POLICY

Panariagroup's history has always been one of innovation, a vocation that goes beyond mere product innovation to embrace the company's entire business operations within the community and beyond, as asserted by the annual publication of the Group's Sustainability Report in compliance with GRI standards.

For this reason, product and service quality have always gone hand in hand with policies to safeguard the environment and the use of renewable energy sources, as well as activities aimed at ensuring a suitable and safe workplace to prevent accidents and injuries.

In order to ensure the implementation and maintenance of the provisions envisaged by the Management System, the Management invites all interested parties, both internal and external, who have relations with Panariagroup, to participate, each according to their own competencies, in the achievement of the objectives set out in this declaration.

In this regard, Panariagroup undertakes to:

- provide Products and Services that meet the needs, requirements and preferences of Customers, guaranteeing, in the delivery of sales service, maximum competence, efficiency, assistance and punctuality;
- minimise and continuously monitor the amount and the causes of any Non-Conformities (including complaints from the market);
- conceive, develop and manage company activities by preventing and reducing potential adverse effects on the safety of operators and the environment, ensuring that every worker operates in total safety, in compliance with the directives of Legislative Decree 81/08 as amended, and the requirements specified in the international standard UNI EN ISO 45001:2023;
- ensure constant commitment to a concrete and continuous improvement of environmental performance, so as to reduce, where possible, causes of pollution, and managing in a controlled manner the recycling, reuse and disposal of waste produced;
- to consistently pursue the objectives established within the Sustainability Plan regarding the cornerstones of People, Planet, and Prosperity, with the commitment of top management and the collaboration of all corporate departments;
- where possible, improve the production efficiency and effectiveness of machines, plants, equipment and measuring instruments through constant maintenance and control activities, while promoting the energy efficiency and the reduction of CO₂ emissions, in line with the 2030 Agenda for Sustainable Development, and in compliance with the provisions of the European Emission Trading System directive;
- continue the development and maintenance of voluntary tools such as environmental and product health and safety certifications, and CO₂ credit offset activities following life cycle assessment (LCA) and preparation of specific EPDs and Product's Carbon Footprint reports (CFP);
- carry out efficient training of operators, providing information so that everyone is able to work safely, without negatively impacting the environment and maintaining high quality standards;
- consult and involve all workers, including through their representatives and the appointed safety supervisors, to disseminate company objectives and the improvement of occupational health and safety and environmental protection practices.

In order to pursue continuous improvement, Senior Management will establish, in agreement with the Departments concerned, targets for Quality, Environment and Safety, defining evaluation indicators, resources used to achieve the objectives and implementation times.

Finale Emilia, March 17, 2026

Marco Mussini
Presidente Panariagroup

