

## THE ETHICAL PRINCIPLE

Social responsibility, fairness and reliability in the field of business, economic and contractual relations, safety and the environment are considered fundamental prerequisites set forth in the corporate code of ethics shared with all employees.

The corporate organization model for administrative responsibility, prepared in accordance with the guidelines set forth in Legislative Decree 231/2001, ensures maximum prevention at all levels of the organization.

## THE QUALITY PILLAR

Quality is a constant commitment resting on the active participation of all employees, to reaffirm the Company's ambition to be a leader in the market of self-adhesive materials requiring products, services and innovative solutions from the point of view of technology, production, environment and safety.

Awareness of the operational context and attention to the needs of all stakeholders are essential to manage, grow and make the Company effective, in order to:

- recognize risks and opportunities to determine and reiterate one's role;
- define, update and apply effective strategies based on the Fedrigoni Mission to increase the degree of lasting success;
- be innovative in product technology and in the organization;
- consolidate the partnerships with customers in terms of collaboration, satisfaction and loyalty;
- create new synergies with other companies in the group;
- pursue the greatest possible synergy with suppliers;
- promote the growth of company skills and human resources;
- retain employees through a stimulating work relationship and collective motivation;
- pursue harmony with the social partners;
- promote transparency with institutions and control bodies;
- achieve profitability of products and services with added value for all;
- make the impact on society positive;
- demonstrate legal compliance in all areas of application;
- offer readiness for change for continuous improvement of performance and business continuity.

The Company invests on a revolving basis, making efficient and effective the management of processes necessary to ensure scalable business activities conducted under controlled conditions, through qualified human resources that are able to face increasingly demanding challenges, and to reinvigorate a winning business culture.

The assessment of risks and opportunities in all areas is an approach that regulates and conditions the strategy through prevention plans whose purpose is to determine priorities for action on objectives to be pursued.

Performance is measured in relation to ambitious goals to achieve objectives of excellence and to ensure sustainable and lasting growth.



## THE ENVIRONMENT PILLAR

Environmental sustainability is pursued through behaviours, established practices and continuous investments to optimize the management of internal and external activities; in particular, in the development of products with an increasingly compatible life cycle and in the evolution of the organization with reduction targets relating to the environmental impact, as well as in the containment of waste and emissions and in the awareness of all stakeholders.

Environmental Management is characterized by direct and indirect aspects of corporate activities that determine the degree of impact and priorities for intervention, by risk assessment, and by the internal organization, that considers compliance with laws, internal provisions for process management and information and communication at all corporate levels.

The commitment to purchase FSC/PEFC certified raw materials is a substantial contribution to the sustainable management of forests in the paper processing chain according to FSC/PEFC standards. The Company makes this opportunity available to its customers.

Arconvert has established that the procurement of raw materials necessary for its FSC/PEFC product groups is carried out only at selected and “certified” suppliers, excluding *a priori* controversial sources and potential risks of counterfeiting during the purchase phase.

Environmental performance must be optimized through the commitment of all, with ambitious objectives that can be met and measured through important indicators permitting the continuous monitoring of resources used, products destined to the market, emissions generated and events.

Continuous improvement must:

- increase environmental sustainability in the use of raw materials,
- strengthen awareness of individual responsibilities and roles to be assumed within one's organization;
- strengthen the collective motivation to pursue objectives of impact reduction of the activities carried out,
- influence change in the organization and in one's operational context,
- produce plausible results with respect to potentials identified.

## THE HEALTH AND WORKPLACE SAFETY PILLAR

Arconvert confirms its social responsibility by continuously investing in prevention at the workplace, which is a constant prerequisite for optimizing workplace security and preserving the health and safety of employees.

The organization, in keeping with current laws, updates the risk assessment on its infrastructure and on activities carried out, as well as its use of plants and machines, to continuously strengthen the prevention policy at all corporate levels and to manage any residual risks.

Communication, information and lifelong learning are pursued in order to indistinctively sensitize everyone at the workplace, and, as a result, promote reporting and suggestions that are the basis for the continuous improvement of working conditions, so as to generate well-being for all.

Each service provider interacting with the organization must comply with the provisions in force and contribute to the improvement of prevention.



Arconvert supports, ensures and dynamically pursues these commitments through its own Integrated Business Management System, according to the ISO 9001:2015 and ISO 14001:2015, OHSAS 18001:2007, FSC-STD-40-004 V2.1, PEFC ITA 1002:2003, and PEFC ST 2002:2013 reference standards; the System is also submitted to certification by third-party organizations to demonstrate compliance.

This company policy is made accessible to all stakeholders and is periodically reviewed by the Improvement Committee to promote new strategies and objectives.

The Director of Workplace Health and Safety  
and Representative for the Protection and  
Safeguarding of the Environment

Roberto Pachera

The General Manager

Carlo Codermazzi