

INTEGRATED QUALITY, ENVIRONMENTAL, HEALTH AND SAFETY POLICY

PANINI S.R.L. is committed to operating in compliance with the highest standards of quality, environmental protection, occupational health and safety, integrating the principles of ethics and social responsibility into all its activities. Driven by a strong sense of responsibility towards customers, employees, communities and the environment, the Company has adopted a Code of Ethics that represents the foundation of its commitment to transparency, sustainability and fairness.

This Integrated Policy is implemented through a management system compliant with the international standards UNI EN ISO 9001:2015/Amd 1:2024, UNI EN ISO 14001:2015 and UNI EN ISO 45001:2023. This system takes into consideration the impacts of the Company's activities on climate change, promotes sustainability, protects workers' rights and aims to meet the needs and expectations of interested parties. PANINI S.R.L. is aware of its role in actively contributing to the United Nations Sustainable Development Goals (SDGs), integrating the principles of sustainable development into its corporate strategies.

PANINI S.R.L.'s objective is to combine technical excellence and innovation with an ethical and sustainable approach, promoting a corporate culture focused on continuous improvement, environmental protection and people's well-being.

FUNDAMENTAL PRINCIPLES

Customer satisfaction: Provide products and services that comply with agreed specifications, exceed customer expectations and ensure compliance with all applicable legislation and regulations.

Environmental sustainability: Adopt concrete measures to contribute to the achievement of the SDGs, promoting actions aimed at climate change mitigation and adaptation, biodiversity protection and the responsible management of natural resources.

Ethics and transparency: Operate with integrity, responsibility and transparency, guided by the principles of the Code of Ethics and fostering trust-based relationships with all interested parties.

Occupational health and safety: Ensure a safe and healthy working environment by preventing injuries and occupational diseases through effective risk management and the active involvement of personnel.

Innovation and continuous improvement: Integrate innovative solutions and advanced technologies to optimize business processes and improve performance in terms of quality, environmental protection and occupational health and safety.

QUALITY OBJECTIVES

PANINI S.R.L. pursues the following specific quality objectives:

1. Analyze the organizational context, assessing risks and opportunities in order to plan effective strategies that meet the needs of customers and interested parties.

2. Ensure that products and services comply with agreed standards, with particular attention to timely deliveries and the resolution of customer issues.
3. Maintain high quality standards, minimizing the costs of non-conformities through continuous monitoring of business processes.
4. Enhance internal competencies by promoting training and the involvement of personnel at all levels.

ENVIRONMENTAL OBJECTIVES

PANINI S.R.L. recognizes that environmental protection is a fundamental responsibility and is committed to:

1. Operating in compliance with applicable environmental requirements and preventing pollution through appropriate technical, organizational and procedural measures, with particular attention to the management of abnormal operating conditions and emergencies.
2. Systematically managing issues related to climate change by measuring and monitoring energy impacts and greenhouse gas emissions through appropriate indicators and promoting reduction actions consistent with a decarbonization pathway.
3. Continuously improving the energy efficiency of processes, plants and auxiliary services and, where possible, promoting the use and/or self-generation of energy from renewable sources, with the aim of reducing dependence on fossil fuels.
4. Reducing water consumption and responsibly managing water used in processes, preventing waste and contamination, ensuring appropriate controls and adopting preventive measures in the event of leaks or spills.
5. Minimizing impacts on air, noise and soil arising from business activities by adopting containment measures, good operating practices and periodic controls, preventing contamination and properly managing storage and handling areas.
6. Ensuring the controlled and safe management of substances used in processes, giving preference, where possible, to lower-impact solutions, ensuring appropriate storage and handling methods and providing training to the personnel involved.
7. Promoting the efficient use of resources and materials, directing processes towards waste prevention and the continuous improvement of reuse, recycling and recovery performance, with traceability and control of material flows.
8. Considering and managing the direct and indirect impacts of activities on the natural environment, biodiversity and soil functions, encouraging responsible practices and choices throughout the supply chain that reduce the risk of damage to ecosystems and, where relevant, impacts on animal welfare.
9. Placing on the market products and services that are safe for their intended and reasonably foreseeable use, mitigating risks to customers and end users through design requirements, technical information and support for use and maintenance.
10. Promoting, where applicable, technical solutions, services and assistance activities that enable customers to reduce consumption and environmental impacts associated with the use and management of products, encouraging approaches based on improvement and optimization.

11. Defining measurable environmental objectives and consistent indicators, monitoring performance, implementing corrective and preventive actions and periodically reviewing the effectiveness of the management system, promoting awareness and the involvement of interested parties.

OCCUPATIONAL HEALTH AND SAFETY OBJECTIVES

PANINI S.R.L. considers the protection of workers' health and safety an absolute priority and is committed to:

1. Preventing injuries, accidents and occupational diseases through the identification, assessment and management of risks associated with business activities, adopting appropriate technical, organizational and procedural measures.
 2. Promoting the active participation and involvement of personnel by encouraging consultation, the reporting of hazardous situations, incidents and near misses, as well as the submission of ideas for improving working conditions.
 3. Ensuring the training, information and instruction of workers, ensuring that personnel are aware of the risks present, the prevention measures adopted and the safe behaviors to be followed when carrying out their activities.
 4. Ensuring compliance with applicable occupational health and safety requirements by defining and maintaining appropriate procedures for the management of operational activities and emergency situations.
 5. Designing and manufacturing its products taking into account applicable safety requirements, adopting suitable technical and organizational solutions to protect the health and safety of workers and end users.
 6. Systematically managing operational occupational health and safety aspects, integrating them into business processes and including, in particular:
 - a) Providing workers with personal protective equipment (PPE) appropriate to the identified risks and promoting its correct use through information, training and instruction activities.
 - b) Ensuring the safety of equipment, installations and machinery present in the workplace by ensuring their suitability for the intended use, maintaining them in efficient working condition and ensuring their use in accordance with defined operating procedures.
 - c) Organizing workstations and working methods ergonomically, preventing risks arising from awkward postures, repetitive movements and manual handling of loads.
 - d) Managing substances used in business processes in a controlled and safe manner through the adoption of appropriate preventive measures and the training of the personnel involved.
 - e) Preventing fire risks through organizational, technical and procedural measures aimed at reducing the likelihood of occurrence and limiting its consequences.
 - f) Preparing for and managing emergency situations by defining appropriate operating procedures, informing personnel and conducting periodic training and emergency drills.
 7. Monitoring and continuously improving occupational health and safety performance through internal audits, event analysis, corrective and preventive actions and periodic reviews of the management system.
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COMMITMENT TO CONTINUOUS IMPROVEMENT AND COMMUNICATION

PANINI S.R.L. is committed to:

1. Continuously monitoring business performance through key performance indicators and internal audits, defining measurable objectives and planning corrective and preventive actions.
2. Communicating this Policy to all interested parties, ensuring its understanding and implementation throughout all business activities.
3. Regularly reviewing and updating this Policy to ensure its alignment with regulatory, technological and strategic developments.

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General Management

PANINI S.R.L.

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