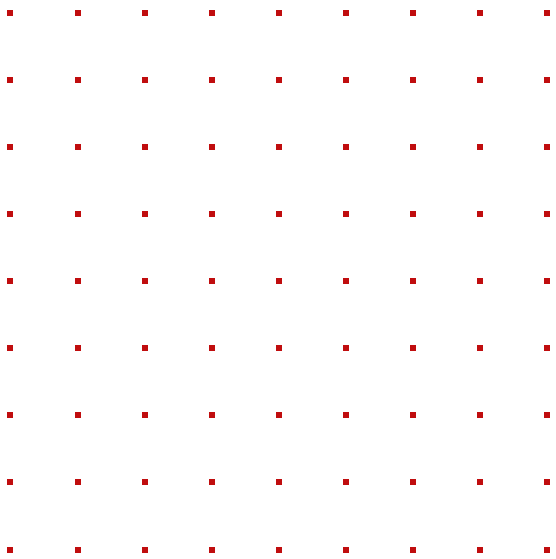




Company Policy

What guides us,
day after day, on
a path of quality
and responsibility.



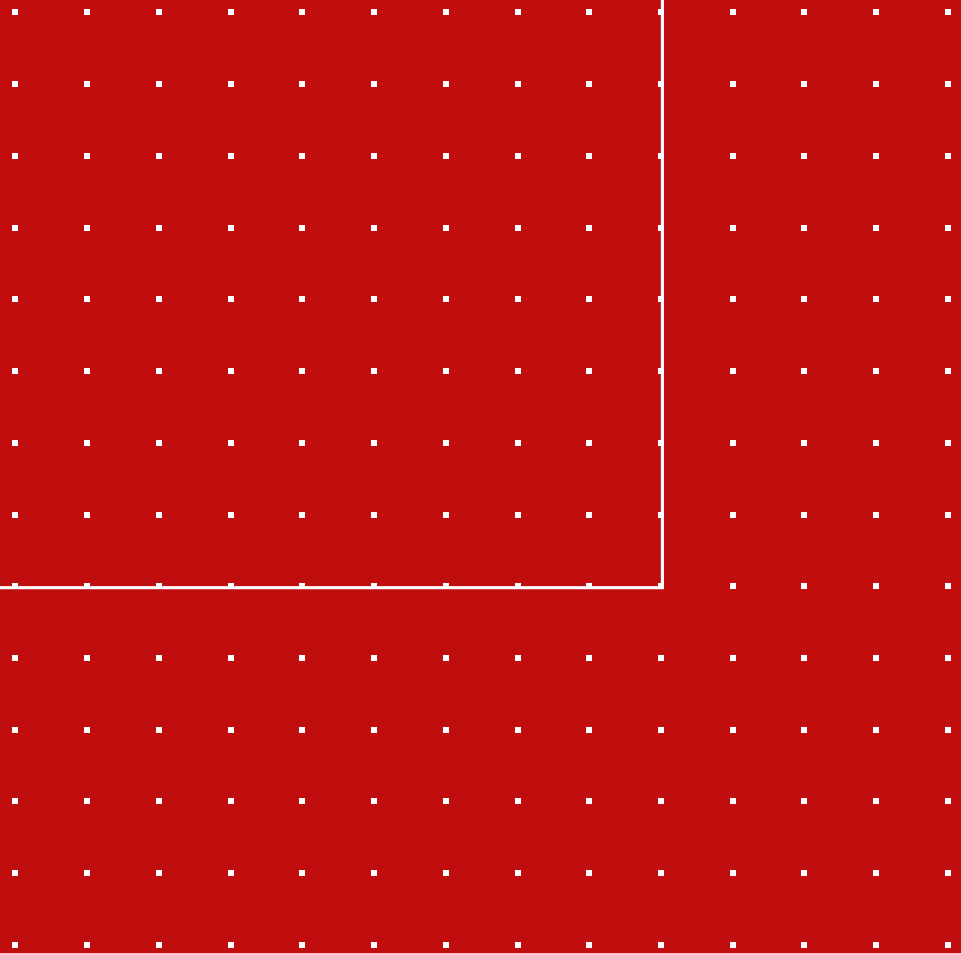
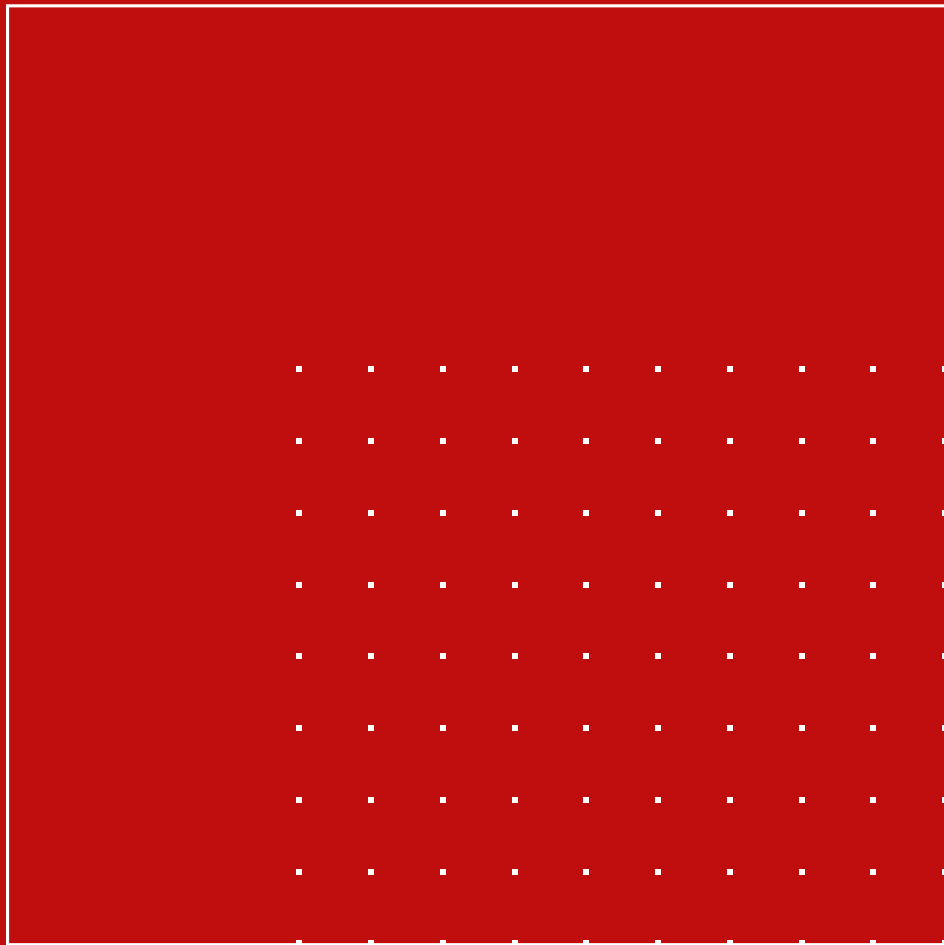
“

**Satisfied
customers
constitute the
true wealth of a
company.**

This is the motto on which our Group, a leading home furnishings manufacturer, has based its success.

1.

Our Values, our commitment



For us, **customer satisfaction** means providing products and services that fully meet **customer expectations**, in full compliance with the principles of **sustainability**.

The values underpinning our everyday commitment include:

Quality

Continuously improving the reliability of all our products and services.

Meticulousness

Preventing and eradicating potential sources of flaws in every company process.



Innovation

Unwavering research into new shapes and materials, to accommodate the need for functionality, protected health, safety and the environment.

Environmental friendliness

Respecting the environment throughout every phase of activity.



Efficiency

Making innovation accessible, through the improvement of every process.

Stringency

Respecting all the stringent laws and applicable regulations.



Ethics

Emphasising human and moral values in relations with employees and external partners.

Responsability

Always favouring serious and reliable decisions.



Safety and security

Guaranteeing the health and safety of workers and the confidentiality and security of data processed.

Inclusivity

Valuing all forms of diversity as a key element, creating an inclusive and respectful workplace.



Participation

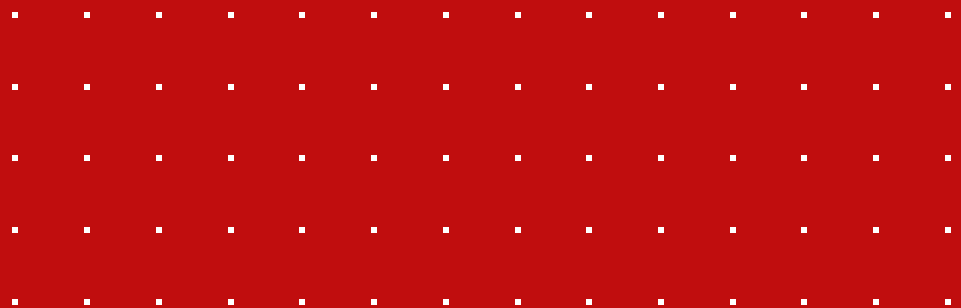
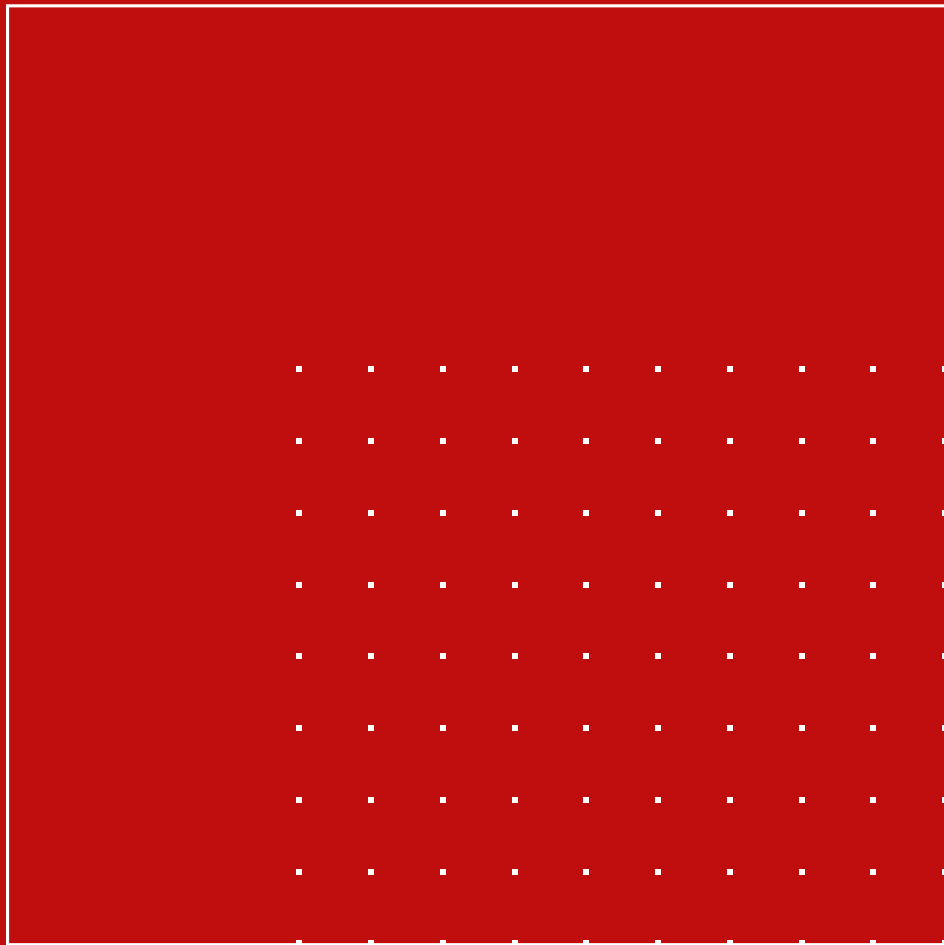
Fostering the interest, development and welfare of all human resources employed.

Involvement

Extending the fundamental values of quality, environmental friendliness and occupational health and safety to suppliers and co-workers.



How we do it, day by day



To uphold our principles, we deem it necessary to maintain and develop our **Integrated Quality, Environmental and Occupational Health and Safety Management System** in compliance with the ISO 9001, ISO 14001, ISO 45001 standards and the EU Regulation 2016/679 concerning Privacy.

This System must be a **guarantee and transparency tool** for our customers and for all stakeholders and it should contribute towards achieving the following goals:

Designing and manufacturing
**beautiful, reliable,
functional, safe,
sustainable and
competitively
priced furnishings,**
which fully satisfy the most diverse
customer requirements.

Guaranteeing the observance of product and service **quality standards.**

Making **prompt deliveries** and not missing a single due date.

Continuously **improving all company processes.**

Raising awareness
among our suppliers and dealers
on the topics of
quality, ethics and
sustainability.

Improving
internal and external
communication.

**Developing
suitable
qualification** in
distribution.

**Satisfying our
compliance
requirements**, whether
legal requirements or those the
company has voluntarily assumed.

Checking and **reducing**
the consumption of
resources, resorting to
renewable resources
as much as possible, pursuing the
objective of **net zero**.

**Preventing
pollution** and, in particular,
**controlling and
reducing emissions
and waste.**

Eradicating or reducing
**occupational
health and safety
risks.**

Progressively **abating**
occupational
diseases and
accidents affecting
workers, including those linked
to psychosocial risks.

Consolidating in-house initiatives to

**guarantee equal
opportunities and
gender equality**

among all workers and

**promoting
well-being** across the board.

Increasing our personnel's level of knowledge, competence and awareness through **constant training and information activity.**

Committing to the

**consultation and
participation of
workers and of their
representatives.**

**Correctly managing
personal data**
processed.

The **success** of the
Integrated System
will be guaranteed by **actively**
involving the entire
company across all levels, to
embrace **lifelong**
learning.

Il Presidente
Valter Scavolini

