

ENVIRONMENT, HEALTH AND SAFETY POLICY

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Our Mission

To produce baby diapers for private-label customers and, as a second priority, for the Pillo brand, with a quality level aligned with market leaders, at competitive prices, ensuring excellent service levels and full satisfaction of consumers and clients.

Introduction

Fippi recognizes the importance of environmental protection as an integral part of its corporate responsibility and its commitment to sustainable development. Aware of the impact of our activities, we strive to minimize negative environmental effects by promoting responsible and innovative management practices throughout our entire value chain.

This environmental policy establishes the guiding principles that inform our decisions and operations, with the aim of continuously improving our environmental performance. Through climate change mitigation and adaptation strategies, efficient resource use and biodiversity protection, we aim to actively contribute to the safeguarding of the planet and the well-being of the communities in which we operate.

Our company commits to complying with all applicable environmental regulations and to achieving standards that exceed mandatory requirements, adopting innovative approaches and collaborating with our stakeholders to promote a culture of sustainability.

This policy represents a reference framework for our ongoing commitment and for achieving the environmental objectives we have set.

Scope of Application

This Environmental Policy applies to all activities carried out at Fippi's facility in Rho (MI). The company is committed to implementing the principles and commitments described in this document across all its operations and production processes.

Our Environmental Commitments

In a global context where environmental protection is a priority, Fippi is committed to integrating sustainability into its strategies and operations, actively contributing to reducing the environmental impact of its activities. The company acknowledges its responsibility to adopt efficient, innovative and ecosystem-friendly management practices to ensure a more sustainable future for current and future generations.

To effectively implement this commitment, we undertake a series of targeted actions, organized by thematic areas. Per dare concreta attuazione a questo impegno, assumiamo una serie di azioni mirate, suddivise per aree tematiche.

Regulatory Compliance and Responsible Management

- Ensure full compliance with applicable environmental protection laws and regulations, continuously monitoring regulatory updates and industry best practices.
- Adopt and promote effective environmental management standards that enable performance monitoring and the identification of continuous improvement actions.

Energy Efficiency and Emission Reduction

- Optimize energy consumption through the adoption of high-efficiency technologies, regular maintenance of facilities, and the implementation of monitoring and control systems.
- Progressively increase the use of energy from renewable sources, contributing to the energy transition and the reduction of the carbon footprint.
- Reduce CO₂ emissions through strategies for production and logistics optimization and improvements in energy efficiency.
- Promote low-impact transport solutions by optimizing product distribution and, where possible, prioritizing low-emission vehicles.
- Prevent any form of water, air, and soil pollution resulting from company activities by adopting mitigation measures and innovative technological solutions.

Sustainable Use of Resources, Waste Management and Biodiversity Protection

- Promote a circular approach to resource management by minimizing the use of virgin materials and encouraging reuse, recycling, and recovery solutions.
- Develop and adopt eco-friendly packaging solutions with reduced packaging volume, recyclable materials, and increasing percentages of recycled or renewable materials to reduce environmental impact throughout the product life cycle.
- Reduce, recover and properly dispose of production waste through highly efficient production processes.
- Reduce waste generation and implement advanced waste-sorting systems, collaborating with suppliers and partners to improve waste management along the value chain and maximize recovered materials.
- Ensure safe and compliant management of chemicals, minimizing their use and seeking less harmful alternatives.
- Implement and maintain chain-of-custody requirements for forest-origin materials in compliance with leading international standards.

Innovation and Sustainability in the Value Chain

- Design products using an eco-design approach, reducing their environmental impact throughout their life cycle, from production to disposal.
- Collaborate with suppliers to promote sustainable practices, prioritizing raw materials and components with recognized environmental certifications.
- Integrate environmental criteria into supplier selection processes, encouraging partnerships with companies that share our commitment to sustainability.
- Monitor the traceability of raw materials to ensure full compliance with the highest environmental standards.
- Maintain compliance of products bearing the Ecolabel certification throughout the validity of licensing contracts.

Corporate Culture and Awareness

- Develop and promote a corporate culture based on responsible resource management, process optimization and environmental protection.
- Train and raise awareness among personnel on environmental issues, providing tools to adopt responsible behaviors at work and in daily life.
- Promote dialogue and collaboration with customers, partners and local communities to encourage and spread more sustainable consumption models.

Environmental Footprint Assessment and Monitoring

- Implement tools to measure and monitor the environmental footprint of company activities, identifying areas for improvement and strategies for reducing impacts.
- Define measurable objectives for reducing emissions, resource consumption and waste generation, periodically reviewing progress.
- Transparently communicate the company's environmental performance through sustainability reporting and other forms of disclosure.

Although directly applicable to internal operations, Fippi expects its suppliers, customers and business partners to adopt practices aligned with this policy, promoting responsible environmental management along the entire value chain.

Our Health and Safety Commitments

Fippi, aware of the importance of protecting workers' health and ensuring safe working environments in all company activities, is committed to the following areas:

Regulatory Compliance

Comply with all legal requirements applicable to occupational health and safety, as well as any voluntary commitments undertaken by the company.

Safe and Healthy Work Environments

Adopt appropriate measures to maintain high standards of safety, hygiene and well-being for employees, visitors and suppliers.

Prevention of Accidents and Occupational Illnesses

Implement an effective risk-prevention and management program aimed at reducing accidents, occupational illnesses and negative health impacts.

Promotion of Active Worker Participation

Encourage the involvement and responsibility of all employees in the risk-prevention process, promoting the reporting of potential hazards and suggestions for improvement.

Continuous Training

Ensure that all workers receive adequate and up-to-date training on health and safety to develop the skills needed to work safely and contribute to preventing risks.

Definition of Roles and Responsibilities

Assign clear and formalized duties regarding health and safety, ensuring that all organizational levels are aware of their responsibilities.

Monitoring and Continuous Improvement

Adopt a periodic evaluation and review system for health and safety performance to identify improvement opportunities and implement effective corrective actions.

Governance and Responsibilities

The implementation of this environmental, health and safety policy is entrusted to company management, which commits to providing the necessary resources for achieving the defined environmental objectives. All employees and partners are called upon to actively contribute to its application by adopting behaviors and practices consistent with sustainability and environmental responsibility principles.

Review Mechanism

The company commits to periodically reviewing this policy to ensure its alignment with regulatory, technological and market developments, ensuring continued improvement of environmental performance.

Rho (MI), 03/04/2025

Fippi Management

Timbro e firma

A handwritten signature in blue ink, appearing to read "Marco Faltin".

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