

**sustainability policies**  
**2025**

**Viabizzuno**

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## vision

"we want to share our work, our ideas, our values, our craftsmanship, our innovation and our creativity with the world, while remaining true to the consistent, high-quality standards of "made in italy". "made in italy" is not just another expression or cliché. "made in italy" represents our country. it embodies italian ingenuity, characterised by talent and the ability to dream, and the capacity to adapt with determination and imagination. "made in italy" is a declaration that should represent us, but without becoming a symbol of isolation and self-referentiality. we must believe in "made in italy" by producing excellent italian products, standing by them with pride, and putting our reputation on the line to uphold them. it cannot be just a label: it is our brand, it is in our dna, and it makes us proud to be italian.

pride in our work must be the pride of our entire team, worldwide. we celebrate our team not just because we built it, but because it stands with us, supports us, and empowers us without overshadowing us. people driven by enthusiasm, not excess. each individual has a unique value and is an integral part of a symphony. building a team requires focusing on diverse and multifaceted skills. a designer is never just one thing: he or she can be a cook, a sportsman, a lecturer, an architect, a sculptor, a painter... certainly a dreamer with hands shaped by hard work."

## mission

"progettare voce del verbo amare" (to design is to love). we are creating a culture of light and well-being through light.

we have always been aware of the sensitive nature of the industry in which we operate. we are more convinced than ever that the true quality of what we do also lies in the sustainable success of our business through the pursuit and integration of economic, social and environmental objectives.

while we are aware of the global challenges, we strive to act responsibly throughout the supply chain, from the choice of raw materials and packaging to the care taken in production and services. this allows us to offer our customers products and solutions that embody beauty, elegance, and functionality, while also creating value for the company and the environment.

we are deeply committed to implementing strategies, management and operational methods that contribute to a healthy, inclusive and sustainable global economy that respects human and labour rights, is capable of protecting the environment and is actively engaged in the integrity of every aspect of our business.

inspired by the highest global principles, Viabizzuno's sustainability policies extend and integrate the adopted code of ethics. together, they find application in the partnership charter.

**the guiding principles** are its foundation and are described in detail in six specific policies:

- **health and safety**
- **diversity and inclusion**
- **environment and resources**
- **energy and climate**
- **rights and society**
- **quality and responsibility**

the code of ethics and sustainability policies are addressed to the members of the board of directors and control bodies, employees, collaborators, and all those who work in any role with the group in all internal and external relations to comply with the principles and provisions contained therein. specifically, the board of directors' members are required to be inspired by these when setting goals, proposing investments and implementing projects, as well as in any decision or action relating to the companies they manage. the same applies to managers, when implementing their management activities both internally, thereby reinforcing cohesion and the spirit of mutual cooperation, and towards third parties who engage with the company.

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## guiding principles

Viabizzuno adopts and publicly upholds its values, taking them as a guide for its day-to-day activities and transforming them into strategy, goals and actions shared with shareholders, business partners and all stakeholders in its sphere of influence.

in line with the highest standards of integrity and fully aware of global challenges, through innovation, competitiveness, and sustainability, Viabizzuno focuses on value creation based on healthy, inclusive economic growth that respects human and labour rights, maintains environmental balance, and actively engages in combating corruption.

this virtuous path also entails transparent information, from the subsidiary or investee companies to the holding company, from the individual operational site to the corporate level, from local communities to society at large, including institutions, non-governmental organisations and representatives from both the public and private sectors.

**people, intellectual skills, social relations, natural, technological and financial resources are capital that create lasting and shared value.**

the **sustainability policies** enhance and supplement the **Code of Ethics** adopted by Viabizzuno and target the same recipients

- corporate bodies.
- staff with employment contracts of any type or nature.
- collaborators acting in the name and on behalf of the company.
- third parties such as suppliers of goods and services, contractors, target companies and any other business partner, co-investor or beneficiary

they apply in relations with all counterparts, in due diligence, mergers or acquisitions and in the active involvement of all stakeholders within its sphere of influence.

to guarantee its effectiveness, this document is subject to periodic review or updating, ensuring clear communication to all recipients or providing them with extended training as needed.

## commitments

**1** support and respect internationally proclaimed **human rights**, which are universal and belong equally to every person.

**2** implement labour practices based on fair employment, **equal opportunities**, skill development and **inclusiveness**, considering diversity as a source of value.

**3** commit to ensuring the **health, safety** and **wellbeing** of all parties involved, by providing appropriate working conditions, equipment, information and training.

**4** implement and ensure transparent **governance** and **integrity** by implementing appropriate models and effective organisational procedures.

**5** create and maintain **relationships with shareholders, investors** and the **market** based on partnership, transparency, information exchange and shared commitments.

**6** invest time, skills and resources in **supporting communities**, fostering local development with the regular involvement of all stakeholders.

**7** pursue **energy efficiency** and **climate protection** throughout the entire value chain, defining actions in line with the global strategy of the Paris Agreement.

**8** contribute to the **protection of the environment** and living species, benefiting responsibly from natural resources and ensuring respect for **animals**, in line with the principles of animal welfare.

**9** ensure the continuous improvement of the **quality and environmental and social value** of processes, products, applications and services, by promoting research and innovation.

**10** generate and distribute **economic well-being**, both directly and indirectly, creating **shared value** for investors, business partners, society and the environment.

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## health and safety

the 'health and safety' policy is an integral part of Viabizzuno's sustainability policies.

as a founding element of its strategies, procedures and operations, it applies in dealings with all group companies or counterparts and in the active involvement of all stakeholders within its sphere of influence.

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Viabizzuno regards safety, the protection and promotion of personal health and wellbeing as core values to be integrated into all its activities. this principle applies to employees, contractors, suppliers, visitors, local communities, and all other stakeholders within its sphere of influence.

the group is committed to adopting concrete measures to eliminate accidents, injuries and illnesses resulting from work activities, reducing risks across all its operations. it also aims to achieve the highest levels of collective and individual awareness, encouraging a process of continuous improvement through the adoption of effective management systems and visible leadership as the key to success.

all staff are adequately trained and equipped to carry out their role in fully safe and healthy conditions, according to operational procedures aimed at eliminating hazards and reducing risks, while considering the different needs and requirements of both women and men.

**through exemplary conduct, not only in the workplace, everyone adds value to people, promoting health and safety as a way of life.**

## commitments

**1** ensure that **installations** and **equipment** are designed, constructed, operated and maintained to reduce health and safety risks, adopting the best available techniques in new installations or when upgrading or replacing existing installations.

**2** define and adopt **operational standards** of excellence for core activities and provide the operational tools to ensure their full implementation at all sites.

**3** carry out regular **workplace inspections** and adequate **health surveillance** to monitor workers' exposure and prevent any possible risk that could compromise their health and safety.

**4** adopt **management systems** subject to regular audits and periodic updates.

**5** promote **transparent and effective information**, using the most appropriate tools for both incident reporting and analysis, as well as for promptly sharing best practices and improvement actions.

**6** ensure that all staff regularly participate in training courses and develop an individual awareness of the **health and safety culture**, adopting responsible behaviour in the workplace and promoting its application in their personal life as well.

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## diversity and inclusion

Viabizzuno promotes a work environment across all its activities that is free from any form of discrimination or abuse of power, where respect, openness to different ideas and perspectives and mutual support can fully develop the potential of human capital and where all people feel respected, treated, and valued fairly and have equal opportunities for professional growth.

Viabizzuno's board of directors embodies this approach. its composition is defined by diversity in terms of gender, professional profile, educational background and age. the same general principles apply to the composition of any other corporate body, whose members must possess skills and experience that allow them to genuinely contribute to discussions and ensure constructive and effective interaction with the board of directors.

embracing diversity, equitable relationships and inclusion are fundamental to creating a working environment in which each person is valued and supported in his or her uniqueness.

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## commitments

**1** promote **equality and gender balance**, starting from the selection, recruitment, and career development, removing bias and prejudice, promoting a balanced composition at various organisational levels, and eliminating the gender pay gap, also with growth plans that favour the less represented gender.

**2** create a safe, welcoming, inclusive environment that condemns all forms of violence, enhancing people's awareness and sensitivity through education on **gender identity and sexual and affective orientation** beyond stereotypes and providing benefits for individuals and their families.

**3** support **parents and caregivers** of all kinds, offering flexible working hours and parental leave arrangements, providing services and resources aimed at ensuring a healthy balance between work and family life, and creating awareness about gender stereotypes related to parenting.

**4** ensure a fair and accessible environment for people with **disabilities** of any kind, removing physical and even virtual barriers through technology, adapting recruitment and development processes, and promoting awareness and education among the corporate population.

**5** consider the needs of people with **chronic medical conditions and illnesses**, providing adequate supports in terms of leave, flexibility, and ensuring equal opportunities and access to all resources and benefits offered by the company.

**6** value and respect **age diversity** to benefit from everyone's viewpoints and skills, adopting flexible working practices to manage work responsibilities while respecting personal and family needs, and stimulating the intergenerational exchange of experience and knowledge.

**7** promote the inclusion of employees from **different cultures, ethnic groups, and countries**, through programmes for the integration of foreign staff, the promotion of the linguistic diversity of migrants, and support for the specific needs of employees with a migrant background.

**8** promote **multiculturality and interculturality** through specific approaches that recognise, celebrate and value the diversity of cultural traditions, beliefs and experiences, and religious orientations of staff.

**9** collaborate with organisations promoting diversity and inclusion in Corporate Social Responsibility awareness and dissemination activities, public events and philanthropic actions.

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## environment and resources

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Viabizzuno is committed to preventing, reducing, mitigating and compensating for the impact generated by the group's activities on the environment and living species. it acknowledges the need for a proactive transition to a regenerative, conscious, low-carbon economy—one that respects animal welfare and fosters social value creation.

to this end, it actively promotes the development of feasible practical solutions, in cooperation with institutions and other stakeholders who operate responsibly in related production and consumption cycles, promoting the enhancement of alternative resources, the design of sustainable products and the dissemination of eco-efficient technologies and management methods.

**low-carbon transition, responsible use of resources, and promotion of responsible lifestyles preserve the natural capital and create value for the group.**

## commitments

**1** ensure that **installations and equipment** are designed, constructed, operated and maintained to reduce the environmental footprint, adopting the best available techniques in new installations or when upgrading or replacing existing installations.

**2** promote the **responsible access to natural resources** across the entire lifecycle and adopt management methods aimed at reducing their consumption and preserving their availability and quality.

**3** protect the **quality of water and soil**, to safeguard collective use and protect **biodiversity** also outside protected areas, ensuring the optimal management of any historical environmental contamination.

**4** add value to waste, focusing on **recycling, recovery** of materials, energy recovery, and only ultimately resorting to environmentally and socially responsible disposal.

**5** proactively address the **climate change challenge**, focusing on reducing total greenhouse gas emissions across the entire life cycle, through measures for energy savings, improving the efficiency of installations and the supply and distribution chain, and designing products and services that contribute to the global goal of the Paris Agreement.

**6** define and implement internal reference standards for the evaluation and **monitoring** of environmental performance in order to establish and verify improvement objectives.

**7** adopt **management systems** subject to regular audits and periodic updates.

**8** encourage employees, suppliers, customers and end users to **eco-friendly business behaviour and choices** by supporting projects and initiatives, including with local communities, aimed at promoting environmental awareness and the transition to **sustainable lifestyles**.

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## energy and climate

Viabizzuno is aware of how climate change is increasing risks and affecting health, livelihoods, the food chain, water supply, human security, biodiversity and economic growth, while inequalities continue to worsen, especially for the most vulnerable.

with the 2015 Paris agreement, world governments committed to keep the global temperature increase well below 2 °C compared to pre-industrial levels and to continue their efforts to limit warming to 1.5 °C. to achieve this goal, greenhouse gas emissions must halve by 2030 and reach net-zero by 2050.

by adhering to the science-based targets initiative (SBTi) and embracing the principles of climate justice, Viabizzuno promotes effective climate action that combines human rights, development and decarbonisation.

**an ambitious climate action, through science-based emission reduction targets, drives society towards a net-zero economy, supporting sustainable growth.**

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## rights and society

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Viabizzuno upholds internationally proclaimed human rights as the inalienable rights of all individuals, based on the recognition of the dignity, freedom and equality of human beings. relationships with all its stakeholders are built on mutual commitment, active partnership, trust, transparency and long-term collaboration.

the group is committed to not being complicit in human rights violations in the supply chain and in business relations with any country it operates in, and does not maintain relations with organisations that do not guarantee equality of opportunity and treatment, and discriminate human beings based on gender, age, ethnicity, nationality, social conditions or origins, religion, sexual or political orientation or any other beliefs.

it builds relationships with local communities by understanding their needs, promoting sustainable local projects that do not generate dependency relationships and regularly involving stakeholders.

**values, codes and policies define the mandatory prerequisites for establishing and maintaining relationships of any nature in the group's sphere of influence.**

## commitments

**1** uphold the inviolability of **personal freedom**, rejecting all forms of slavery and servitude as well as human trafficking.

**2** set the **minimum age** at eighteen years for access to any kind of employment or work which, by its nature or the conditions under which it is carried out, may harm the health, safety or moral integrity of minors.

**3** guarantee **full equality** of opportunity, treatment and **inclusion** without distinction of gender, age, ethnicity, nationality, social conditions and origins, religion, sexual or political orientation or any other belief, rejecting all forms of forced labour, mental or physical coercion, harassment and sexual and verbal violence.

**4** respect primary **labour rights**, such as freedom of association, collective bargaining, ensuring social security benefits, fair wages and reasonable working hours that support a **healthy work-life balance**.

**5** ensure **safe and healthy working conditions**, free access to drinking water, sanitation services and, wherever necessary, suitable work or living facilities, dining areas, refreshment spaces, or places for storing and consuming meals.

**6** encourage initiatives for **health protection** and **community support** to aid populations impacted by natural and health-related disasters.

**7** support **school education** in all its forms, the growth of local **skills** and, where in line with its values, artistic, sports, cultural and social activities.

**8** support programmes focused on public utility, contributing to the development of adequate infrastructure and improving the **quality of life** of communities.

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## quality and responsibility

Viabizzuno is dedicated to ensuring and continuously improving the quality of its products, processes and services. To this end, it adopts a systematic approach aimed at meeting increasingly challenging quality requirements, creating value throughout the product lifecycle and improving relations with customers and suppliers.

Combining a sustainable vision with growing market demands, the group aims to understand, control and communicate the technical, environmental and social performance of products and services throughout their lifecycle, from raw material procurement to production and final disposal or reuse.

Furthermore, as far as feasible within its sphere of influence, it promotes the most sustainable applications and the responsible consumption of products and services.

**activities, products and services aligned to the group's codes and standards create value for the market and promote sustainable lifestyles.**

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## commitments

**1** ensure that **installations and equipment** are designed, constructed, operated and maintained to ensure the **safety** of products, processes and services, in line with the sustainable approach adopted.

**2** adopt **monitoring** and control methods for production cycles and service activities based on appropriate instruments, metrics, and procedures, carried out by qualified technicians.

**3** promote the development of a **safety** and quality **culture** through the adoption of **management systems** based on internationally recognized frameworks, subject to periodic updates and regular audits.

**4** ensure **compliance** across the entire value chain with all applicable standards, technical regulations, relevant codes of good practice, market requirements, and customer demands.

**5** strive to obtain and maintain the **trust of suppliers and customers**, by fostering communication channels and ensuring the technical, environmental and social quality of products, processes, and services, fair economic conditions, and qualified assistance.

**6** make available and responsibly **communicate** to customers, retailers, end-consumers and stakeholders information on technical, environmental, and social performance, including the potential health and safety effects of materials used and the marketed products.

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