



**COURSE OF ACTION FOR
CORPORATE SOCIAL RESPONSIBILITIES
(CSR - CORPORATE SOCIAL
RESPONSIBILITIES)**

**FILE - 1.0
Rev. 0
Date
11/05/2023**

**CODE OF CONDUCT FOR CORPORATE SOCIAL
RESPONSIBILITY**

CREATED


HR Management / Compliance Department

VERIFIED

Quality Management

APPROVED

CEO - Andrea Forzi

	<p align="center">COURSE OF ACTION FOR CORPORATE SOCIAL RESPONSIBILITIES (CSR - CORPORATE SOCIAL RESPONSIBILITIES)</p>	<p align="center">FILE - 1.0 Rev. 0 Date 11/05/2023</p>
---	---	--

Corporate social responsibility, along with environmental sustainability, is considered an essential aspect of Valvitalia's business strategy.

The company adheres to ESG (Environment - Society - Governance) principles. Furthermore, by putting them into practice through the application of this Policy, the Company believes that it is contributing to ensuring the conditions and tools necessary to ensure a better quality of life for future generations.

This line of conduct expresses the top management's commitment to promote in employees, collaborators, suppliers, customers - and all other stakeholders - the knowledge of objectives, awareness of results, acceptance of responsibilities and motivations underlying the processes of creating shared value. All this is indicated in the company's Code of Ethics and other socio-environmental reporting documents.

In order to enhance the inclusion of the company in its social context and to maintain constructive relations, all personnel, starting with the management, are committed to improving communication with stakeholders; to this end, specific onboarding programmes are also envisaged for the introduction of new management personnel into the organisation.


Achieving economic goals and consolidating the market image requires the satisfaction of customers, employees, and other stakeholders.

This policy is made available to the public and stakeholders by publication on Valvitalia's corporate website and internal display in the company's offices. In order to ensure that the policy is appropriate, it is reviewed at least once a year, and may be updated as new needs arise or the company's organisational model changes.

SOCIAL RESPONSIBILITY

Valvitalia is actively committed to the following:

- adopting the Business's Code of Conduct;
- maintaining compliance with the SA8000 international standard for the ethical management of social relations at work;
- complying with the ISO37001 management standard for the prevention of corruption;
- banning child labour;
- respecting the principles of Diversity and Social Inclusion (as detailed in PGQ procedure 6.2.3 "Diversity and Inclusion Procedure and Policy") by guaranteeing women's participation in internal governance bodies; equity in the salary and welfare systems; equal opportunities in all company processes;
- guaranteeing freedom of association and collective bargaining;
- maintaining a safe and healthy working environment for its employees and production processes in full compliance with safety and environmental regulations, in accordance with current legislation and standards;
- paying attention to local initiatives that can be used to support third sector organisations that advocate for social or environmental causes;
- participating in initiatives to benefit students and researchers, fostering career guidance for the younger generation, and improving educational and training practices;

	COURSE OF ACTION FOR CORPORATE SOCIAL RESPONSIBILITIES (CSR - CORPORATE SOCIAL RESPONSIBILITIES)	FILE - 1.0 Rev. 0 Date 11/05/2023
--	---	--

- adoption of food education and awareness-raising protocols in order to promote conscious and sustainable food consumption, including advocacy, training, and information initiatives during working hours;
- focus on public or private research, supported directly or indirectly by training projects shared with universities, research centres, institutions, and civil society according to the Responsible Research & Innovation (RRI) model;
- complying with and conforming to the UN 2030 Agenda, specifically the Sustainable Development Goals, for ESG impact areas relevant to corporations;
- the desire to activate communication and reconciliation processes - both online and offline - of ESG activities and principles implemented at corporate level, with the aim of sharing valuable experiences that can inspire other players to undertake ESG paths, and generate synergies with other players in the area, media, civil society.

ENVIRONMENTAL SUSTAINABILITY

Valvitalia is actively committed to the following:

- implementing a Quality Management System in accordance with UNI EN ISO 14001 at all production sites and seek continuous improvement through the definition of objectives and operational actions, followed by the monitoring of results;
- minimising its environmental impact by reducing energy consumption, atmospheric emissions, and waste production, as well as improving its facilities' quality and efficiency;
- optimising and reducing energy consumption by promoting efficient use of energy, identifying the most energy-intensive activities, monitoring performance and planning proper maintenance of plant, equipment and instrumentation;
- self-generation of energy from renewable sources and preference for energy mixes with a high renewable content;
- promoting the efficient and responsible use of all natural resources (materials, fuels, energy and water resources), favouring recycled products and/or adopting better performing and innovative technological solutions;
- preventing possible risks of local pollution by monitoring the environmental impacts of its own production sites;
- minimising waste production by promoting the recovery and/or recycling of materials in accordance with circular economy principles;
- promoting investment in R&D aimed at improving the environmental performance of products, with particular reference to the choice of materials, design and end-of-life;
- favouring advanced technology transport systems such as electric or hybrids vehicles, etc;
- selecting the supply chain in accordance with the defined environmental criteria;
- enhancing communication internally and externally in order to engage interested parties and promote sustainability concepts to employees, collaborators, partners, and stakeholders in general.