

# FEDRIGONI

## Fedrigoni Group Sustainability Policy

Fedrigoni Group's ambition is to carry on the tradition of creating special papers and self-adhesive materials with high technical and aesthetic content that can meet the needs of our customers with a view to continuous improvement and innovation.

The technical skills, the integrity of our people and the distribution network help us ensure the best possible service.

The employees and suppliers Codes and the ESG 2030 objectives are a guide to managing economic, social and environmental challenges responsibly and to guarantee a long-term vision for our operations.

### HOW WE WORK

#### Quality

- We guarantee products with the best technical and aesthetic performance.
- We carefully select and measure raw materials according to the expected performance of our products, calculating their life cycle and related environmental impact.
- We foster the necessary skills for our staff to manage the systems and recipes of our products with maximum efficiency.

#### Safety

- We make managerial and organisational choices that guarantee safe equipment, systems and sites.
- We invest in cutting-edge technology and techniques aimed at assessing risks, behaviours, complaints and training levels.
- Leading by example, we promote safety in the workplace as a constant, strategic element that unites us all, regardless of our diversity.

#### Environment

- We reduce the collection of fresh water and control the quality and quantity of waste water.
- We reduce and recycle all waste that originates from the production of paper and self-adhesive materials.
- We constantly monitor and reduce our emissions (CO<sub>2</sub>, NO<sub>x</sub>, noise, odours, electromagnetic fields).
- We support ecological transition and the use of energy from renewable sources.

#### Supply Chain

- We integrate social, ethical and environmental factors into supplier selection and auditing processes.
- We ask everyone who works with us to respect the Code of Conduct.
- We develop partnerships and share ESG policy improvement and commitment plans with our suppliers and contractors.

#### People

- We support the sustainability strategy throughout our Group, instilling a sense of responsibility in company conduct and practices.
- We strive to increase the number of women in managerial positions.
- We foster people's individual development in order to bring out their maximum potential.



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## Community

- We dedicate our people's time and skills to promoting a culture of Italian paper making and to preserving the cultural heritage of centuries-old expertise.
- We promote events related to drawing, printing and graphic design.
- We respect, care for and enhance biodiversity close to our production sites, taking care of the area in the same way we do with our people and products.

## OUR COMMITMENT

The Sustainability Policy:

- The policy applies to all countries and Fedrigoni sites, laboratories, offices and headquarters.
- It is valid for employees, suppliers, contractors and third parties who work with us.
- The policy commits us to reporting on ESG performance.
- It is based on the Universal Declaration of Human Rights, the Conventions of the International Labour Organization and the Ten Principles of the UN Global Compact.
- It is translated and communicated to everyone.

Our Code of Ethics is the reference point for all behaviours and any deviation from it must be reported to [codiceetico@fedrigoni.com](mailto:codiceetico@fedrigoni.com).

## CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

We adhere to the United Nations Global Compact (UNGC) and actively contribute to 12 of the United Nations Sustainable Development Goals (SDGs):

SDG 3: Good health and well-being

SDG 4: Quality education

SDG 5: Gender equality

SDG 6: Clean water and sanitation

SDG 7: Affordable and clean energy

SDG 8: Decent work and economic growth

SDG 9: Industry, innovation and infrastructure

SDG 11: Sustainable cities and communities

SDG 12: Responsible consumption and production

SDG 13: Climate action

SDG 14: Life below water

SDG 15: Life on land

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**Chief Executive Officer  
Fedrigoni Group  
Marco Nespolo**

