



**PO 01**

# **Integrated Management Policy**

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## Integrated Management Policy

**Florence Group** is an integrated Italian industrial platform comprising highly specialized workshops that embody the excellence of national manufacturing in the apparel, footwear, and leather goods sectors. The Group supports leading global luxury brands in the development and production of ready-to-wear collections, leather goods, and footwear, ensuring the highest standards of craftsmanship, technological innovation, and operational reliability.

Recognized as a benchmark within the luxury supply chain, Florence Group distinguishes itself through its consolidated expertise in managing every phase of product development and production. Its integrated organizational model enables the delivery of high-quality, customized solutions, ensuring responsiveness, efficiency, and full alignment with client expectations.

In pursuing its strategic development, the Group operates in accordance with the principles of equality, freedom, transparency, and the protection of workers' rights, adopting an integrated vision of sustainable development encompassing social, environmental, and economic dimensions. Florence Group is committed to the continuous improvement of its performance in terms of product quality, customer satisfaction, environmental stewardship, occupational health and safety, and social responsibility, allocating adequate organizational, technical, and financial resources to achieve these objectives.

Management is committed to identifying, applying, and monitoring compliance with all relevant international, national, and local regulations concerning product requirements, intellectual property protection, environmental management, occupational health and safety, and social responsibility. Furthermore, the Group systematically evaluates internal and external factors influencing its processes, identifies stakeholder needs and expectations, and implements appropriate actions to mitigate risks and seize opportunities for improvement.

Florence Group recognizes its personnel as its most valuable asset and is committed to their active involvement, training, and professional development, ensuring full compliance with corporate standards and procedures relating to quality, safety, environmental protection, and social responsibility.

In carrying out its production activities, the Group selects high-quality suppliers, prioritizes materials from sustainable and traceable supply chains, and progressively reduces the use of substances harmful to human health and the environment. Florence Group fosters long-term, mutually beneficial relationships with suppliers and subcontractors, promoting awareness of and compliance with the Group's quality, environmental, and social standards, with the objective of strengthening shared value creation across the supply chain.

Management ensures that the principles of this policy are translated into measurable objectives at all relevant levels of the organization, promoting a structured and continuous improvement process based on a proactive, participatory, and innovation-driven approach.

To support these commitments, the Group maintains an Integrated Management System (IMS) covering quality, environment, occupational health and safety, and social responsibility, developed and implemented in accordance with the following international standards: ISO 9001, ISO 14001, ISO 45001, and SA8000. This policy is also aligned with national and international instruments, including SA8000:2014, ILO Conventions, and United Nations conventions. Management periodically reviews the adequacy, effectiveness, and ongoing suitability of the Integrated Management System, as well as of this policy and its related procedures.

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## Quality Objectives

- Achieve the highest possible level of customer satisfaction;
- Ensure full compliance with contractual obligations, including agreed delivery timelines;
- Guarantee the fulfillment of client requirements in both product design and production, supported by advanced technological solutions;
- Structure decision-making processes to ensure rapid responsiveness to evolving client needs and market dynamics;
- Plan and control operational processes through performance indicators and the clear assignment of roles, responsibilities, and authorities;
- Analyze and manage customer complaints to eliminate root causes and reduce recurrence.

## Environmental Objectives

Business processes shall be evaluated based on their environmental impacts in order to maximize positive effects and limit negative consequences on the affected environmental matrices. The organization adopts an integrated approach to environmental sustainability, aimed at creating long-term value and reducing impacts across the entire value chain. In this context, the company commits to:

- **Assessing and improving business processes**  
Systematically analyze its processes in relation to environmental impacts, with the aim of maximizing positive effects and reducing negative consequences on the environmental matrices involved.
- **Integrating climate change into strategy**  
Incorporate climate change considerations into strategic planning, defining concrete mitigation actions within its operational scope and adaptation measures in response to risks and expected developments.
- **Promoting a decarbonization pathway**  
Pursue a progressive reduction of greenhouse gas emissions through a structured decarbonization pathway, aligned with the targets of the Science Based Targets initiative (SBTi), supported by efficiency improvements and alternative processes with lower environmental impact.
- **Ensuring regulatory compliance**  
Identify and comply with all applicable environmental regulations at local, national, and supranational levels, adopting a proactive approach to pollution prevention.
- **Optimizing resource use**  
Adopt an efficiency- and circularity-oriented approach in the use of resources throughout the entire lifecycle of products and processes, promoting waste reduction, material reuse, and the adoption of solutions with lower environmental impact.
- **Managing waste and scrap responsibly**  
Minimize the generation of waste and promote its recovery and reuse, where possible, avoiding unnecessary disposal. In particular, the organization commits to:
  - ✓ reducing textile waste through the optimization of cutting plans, including the use of advanced technologies;
  - ✓ valorizing textile and leather scraps by directing them to recovery and reuse streams consistent with the material type.
  - ✓ managing all generated waste according to circular economy principles, favoring material recovery.

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- **Controlling and reducing the impact of chemical substances**  
Map the chemicals used across different divisions, monitoring their compliance with the standards of the ZDHC Foundation (MRSL);  
introduce evaluation and authorization processes for the entry of new chemical products, in line with ZDHC guidelines for eliminating toxic and hazardous substances from production processes.
- **Promoting a sustainable supply chain**  
Adopt responsible sourcing criteria, monitoring suppliers' environmental performance and verifying alignment with declared commitments.
- **Environmental and biodiversity protection**  
Commit to preventing environmental damage, protecting natural habitats and protected species, and strictly complying with obligations related to waste management and documentation traceability.
- **Promoting corporate culture and employee engagement on sustainability topics**  
The organization recognizes that sustainability requires a shared internal culture and the active participation of all individuals. To this end, it clearly and continuously communicates its environmental vision, objectives, and progress, linking each role's contribution to the overall strategy;  
it provides training, tools, and learning opportunities to enhance knowledge of environmental topics, fostering skills and individual responsibility.

### Health and Safety Objectives

- Ensure a safe and healthy working environment, preventing injuries, accidents, and occupational diseases;
- Identify, assess, and minimize risks, providing appropriate personal protective equipment where necessary;
- Invest in innovative technologies and maintain safe, compliant infrastructure and equipment;
- Involve all personnel, in accordance with their roles and responsibilities, in achieving safety objectives;
- Provide comprehensive training and maintain constructive dialogue with internal and external stakeholders;
- Design workplaces, processes, and organizational structures to safeguard workers, third parties, and the surrounding community.

### Social Responsibility Objectives

- Promote a work environment that fosters knowledge, productivity, creativity, and well-being;
- Encourage collaboration within the organization and with external institutions, associations, and stakeholders;
- Ensure equality and prohibit all forms of discrimination;
- Guarantee freedom of expression within a framework of mutual respect;
- Prohibit child labor and forced or compulsory labor, ensuring maximum protection for young workers;
- Guarantee freedom of association and the right to collective bargaining;
- Ensure that all personnel are treated with dignity and respect, prohibiting any form of abuse, coercion, or degrading treatment;
- Comply with applicable laws and standards regarding working hours, rest periods, and public holidays;
- Ensure fair remuneration and lawful working hours.



## **Integrated Management Policy**

This policy is communicated to all employees and collaborators and is made available to all interested parties.

**Management – Florence Group Spa**