



PO 01

Integrated Management Policy

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06	Integration of CMS objectives and methodology	RSGI			08/07/2026	08/07/2026

Integrated Management Policy

Gruppo Florence is an integrated Italian platform comprising highly specialized manufacturing companies that represent excellence in Italian apparel, footwear, and leather goods production. The Group partners with the world's leading luxury brands in the development and manufacturing of ready-to-wear collections, leather goods, and footwear.

Gruppo Florence is a recognized leader in the luxury manufacturing industry, distinguished by its expertise in managing every stage of the product development and manufacturing process. Through its integrated operating model, the Group delivers bespoke, high-quality solutions that enable it to respond to clients' evolving needs with agility, efficiency, and exceptional standards of service.

In pursuing its business development, Gruppo Florence operates in accordance with the principles of equality, freedom, transparency, and respect for workers' rights, with the aim of fostering an integrated approach to sustainable development that encompasses the social, environmental, and economic dimensions of its organization.

Within this framework, the Group is committed to the continuous improvement of its performance in terms of product quality and customer satisfaction, the reduction of its environmental impacts, the protection of employees' health and safety, and the effective management of relevant social responsibility issues. To achieve these objectives, Gruppo Florence provides the necessary organizational, technical, and financial resources to support the implementation and continuous improvement of its Integrated Management System.

As part of its commitment to more sustainable manufacturing, both in the selection of input materials and in production processes carried out internally and throughout its supply chain, Gruppo Florence has adopted the ZDHC Roadmap. This commitment guides the Group in implementing the **ZDHC Roadmap to Zero** program and adopting the **ZDHC Manufacturing Restricted Substances List (MRSL)** as its manufacturing standard, with the aim of progressively eliminating hazardous and toxic chemical substances from production processes, thereby protecting both human health and the environment.

Management is committed to identifying, implementing, and complying with all applicable international, national, and local legislation and regulations relating to products and clients' intellectual property, environmental protection, occupational health and safety, and social responsibility. Compliance is continuously monitored to ensure ongoing adherence to all applicable requirements.

Management is also committed to upholding the principles of equality, freedom, transparency, and respect for workers' rights, with the aim of promoting an integrated approach to sustainable development that encompasses the social, environmental, and economic aspects of the organization and its operating context.

To this end, Gruppo Florence Management is committed, first and foremost, to identifying, implementing, and ensuring compliance with all applicable international, national, and local laws and regulations relating to products, customers' intellectual property, environmental protection, occupational health and safety, and social responsibility, while continuously monitoring its compliance status.

Management is also committed to assessing both the internal and external factors that may influence the organization and its business processes, identifying the needs and expectations of relevant interested parties with respect to quality, health and safety, environmental protection, and social responsibility, and planning appropriate actions to address risks and seize opportunities for continuous improvement.

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The Company recognizes its people as its most valuable resource in achieving its business objectives. Therefore, it is committed to actively involving employees in the achievement of its goals and to providing appropriate training and development to ensure full compliance with company standards and procedures relating to quality, health and safety, environmental protection, and social responsibility.

To support its production processes, Gruppo Florence is committed to selecting high-quality suppliers and prioritizing the use of materials sourced from sustainable supply chains. The Group also aims to reduce the use of production processes involving chemicals that may be harmful to the environment and human health.

Gruppo Florence fosters mutually beneficial relationships with suppliers and subcontractors, actively engaging and raising awareness among them regarding the Company's policies and the required quality, environmental, and social standards. Through this collaborative approach, the Group seeks to strengthen the shared ability to create value for all relevant stakeholders.

Management is committed to ensuring that the strategy and principles set out in this Policy are translated into measurable objectives at all relevant levels of the organization. Management promotes a systematic continuous improvement process based on a proactive and collaborative approach, including the ongoing pursuit of innovative solutions and practices.

Management is also committed to maintaining transparency towards its internal and external stakeholders by regularly sharing achieved results and progress made through the publication of the annual Sustainability Report and other communication tools that may be identified as appropriate.

To ensure the achievement of its objectives, Management is committed to maintaining an active Integrated Management System (IMS) covering quality, environmental protection, occupational health and safety, and social responsibility as an integral part of the organization's operations. The IMS is defined and implemented in accordance with the international certification standards ISO 9001 for Quality Management, ISO 14001 for Environmental Management, ISO 45001 for Occupational Health and Safety Management, and SA8000 for Social Responsibility.

This Policy is based on recognized national and international frameworks, including the SA8000:2014 Standard, the International Labor Organization (ILO) Conventions, and United Nations conventions. For the complete list of applicable legislation, reference is made to Form 05.01 – List of Laws Applicable to the SA8000 System.

Management is also committed to periodically reviewing the adequacy and effectiveness of the Integrated Management System, assessing its ability to achieve the expected results, as well as reviewing the suitability of this Policy and the related procedures.

Regarding each of the areas and certification standards outlined above, Gruppo Florence Management is particularly committed to ensuring that:

Quality Objectives

- Processes are designed to achieve the highest level of customer satisfaction;
- Compliance with contractual agreements established with clients and suppliers is ensured, including agreed delivery timelines;

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- Customer and client requirements are met throughout both the product development and manufacturing phases, ensuring high-quality standards through the adoption of advanced technological solutions where appropriate;
- Decision-making processes within the organization are focused on ensuring the ability to respond quickly to changing customer requirements and adapt effectively to an evolving business environment;
- Operational processes are planned and controlled through the monitoring of appropriate performance indicators and the clear definition of roles, responsibilities, and authorities, in order to maintain, monitor, and continuously improve the efficiency and effectiveness of individual processes and their interactions;
- Any customer complaints relating to the quality of products and services are analysed and managed through appropriate corrective actions aimed at eliminating root causes and reducing both their frequency and severity;
- Best practices and appropriate tools are adopted to ensure full traceability of production processes, from raw materials through to the finished product.

Environmental Objectives

Business processes are assessed based on their environmental impacts, with the aim of maximizing positive effects and minimizing negative impacts on the relevant environmental matrices; The organization adopts an integrated approach to environmental sustainability, aimed at creating long-term value and reducing impacts throughout the entire value chain. Within this framework, the Company is committed to:

- **Assessing and improving business processes:** Systematically analyzing its processes in relation to their environmental impacts, with the objective of maximizing positive effects and reducing negative impacts on the environmental matrices involved.
- **Integrating climate change into the strategy:** Incorporating climate change-related considerations into strategic planning by defining concrete mitigation actions within its operational boundaries and adaptation measures to address expected risks and future developments.
- **Promoting a decarbonisation pathway:** Pursuing a progressive reduction of greenhouse gas emissions through a structured decarbonisation pathway aligned with the targets of the Science Based Targets initiative (SBTi), supported by efficiency improvement initiatives and the adoption of alternative processes with lower environmental impacts.
- **Ensuring regulatory compliance:** Identify and comply with all applicable environmental laws and regulations at local, national, and international levels, adopting a proactive approach to pollution prevention.
- **Optimizing the use of resources:** Adopt an approach focused on efficiency and circularity in the use of resources throughout the entire life cycle of products and processes, promoting waste reduction, material reuse, and the adoption of lower-impact environmental solutions.
- **Managing waste and production scraps responsibly:** Minimize waste generation and promote the recovery and reuse of materials wherever possible, avoiding unnecessary disposal. In particular, the organization is committed to:
 - ✓ Reducing textile waste through the optimization of cutting plans, including through the use of advanced technologies;
 - ✓ Enhancing the value of textile and leather scraps by directing them towards recovery and reuse supply chains consistent with the characteristics of the materials;
 - ✓ Managing all generated waste according to circular economy principles, promoting material recovery.
- **Controlling and reducing the impact of chemicals:** Map the chemical products used across the different divisions, monitoring their compliance with the ZDHC MRSL requirements;

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Implement assessment and approval processes for the introduction of new chemical products, in line with ZDHC guidelines aimed at eliminating toxic and hazardous substances from production processes;
Adopt ZDHC tools to monitor the environmental performance of Gruppo Florence divisions and the production supply chain, including the ZDHC Wastewater & Sludge Guidelines for monitoring industrial wastewater.

- **Promoting a sustainable supply chain:** Adopt responsible sourcing criteria by monitoring suppliers' environmental performance and verifying alignment with the sustainability commitments declared by the organization.
- **Protecting the environment and biodiversity:** Commit to preventing environmental damage, protecting natural habitats and protected species, and ensuring strict compliance with obligations relating to waste management and documentary traceability.
- **Promoting corporate culture and employee engagement on sustainability topics:** The organization recognizes that sustainability requires a shared internal culture and the active involvement of all people. To this end, it communicates its vision, environmental objectives, and progress clearly and continuously, linking the contribution of each role to the overall sustainability strategy. The organization provides training, tools, and learning opportunities to increase awareness and knowledge of environmental topics, while fostering individual skills and responsibility.

Occupational Health and Safety Objectives

- Every effort is made to ensure a safe and healthy working environment, with the objective of eliminating accidents, injuries, and occupational illnesses affecting employees and all personnel working on behalf of the organization (including suppliers). This is achieved through the promotion of hazard reporting, internal investigations, and preventive actions aimed at reducing the likelihood and occurrence of incidents, accidents, and other adverse events;
- All risks are assessed and all reasonable measures are implemented to eliminate or reduce them. Where it is not possible to fully eliminate risks at source, appropriate personal protective equipment is provided to personnel according to identified needs;
- Research into innovative technologies is carried out, together with regular assessments of the suitability and adequacy of infrastructure and equipment, with the aim of continuously improving workplace health and safety protection;
- The organizational structure is appropriately defined to ensure that employees and all persons working on behalf of the Company, at every level and according to their responsibilities and competencies, actively contribute to achieving the established occupational health and safety objectives;
- Safety-related information and training on workplace risks are provided to all workers, including through workers' representatives. All employees are trained, informed, and made aware of the requirements necessary to perform their duties safely. Constructive dialogue is maintained with internal and external interested parties to promote collective commitment to occupational health and safety;
- Workplaces, operating methods, and organizational arrangements are designed and implemented to safeguard the health and safety of employees, third parties, and the communities in which the Company operates.

Social Responsibility Objectives

- Promote a working environment aimed at fostering organizational knowledge, productivity, creativity, and the well-being of people, while encouraging learning, knowledge and experience sharing, teamwork, and synergies among individuals;

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- Promote cooperation among the various company functions, as well as collaboration with business organizations, industry associations, workers' representatives, and local institutions within the relevant area;
- Ensure equal treatment of all workers and prohibit any form of discrimination based on race, national, territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age, or any other condition that may result in discrimination;
- Guarantee freedom of expression while ensuring mutual respect and compliance with the principles of respectful coexistence;
- Ensure that child labor, forced labor, or compulsory labor are not used, while providing the highest level of protection for young workers;
- Guarantee freedom of association and the right to collective bargaining;
- Ensure that all personnel are treated with dignity and respect. The use of corporal punishment, physical or mental coercion, or verbal abuse towards personnel is neither permitted nor tolerated. Any form of harsh or inhumane treatment is prohibited. Any disciplinary measures shall not undermine workers' dignity and must comply with applicable laws and contractual agreements;
- Ensure compliance with applicable legislation, collective bargaining agreements (where applicable), and industry standards regarding working hours, rest periods, and public holidays;
- Ensure respect for workers' right to a decent wage, in compliance with applicable laws and regulations;
- Ensure working hours respect workers' rights and comply with applicable laws and regulations.

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

Management – Gruppo Florence Spa