Integrated Management Policy

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Introduction

Edilfloor SpA and Geosintex Srl (hereinafter the group or the organisation) have adopted an Integrated Management Policy — a formal statement by Management that reflects the group's commitment to all its stakeholders and to the continuous improvement of its performance.

This policy takes into account the laws and regulations on quality, environment, safety and gender equality. It also covers the development goals that underpin the group's shared commitment to a fairer and more sustainable future.

General principles

The group produces and sells nonwoven geotextiles, and distributes geosynthetics and specialist products for the construction, industrial, DIY and agriculture sectors. The organisation bases its growth on a responsible and sustainable management model, aligned with the main voluntary standards it has adopted, including UNI EN ISO 9001, UNI/PdR 125, ISO 45001 and ISO 14001, and consistent with its core values of ethics, integrity, quality, continuous improvement and respect for people.

These standards provide the group with a framework for setting objectives, defining processes and establishing operating procedures that support competitiveness, stakeholder satisfaction, reduced environmental impact and continuous improvement of its management systems.

In relation to this Integrated Policy, the organisation recognises the importance of building a corporate culture focused on continuous improvement, risk prevention, customer satisfaction and environmental and social sustainability, actively involving all staff and engaging the entire value chain.

In particular, Management commits to upholding and strengthening the following principles.

Commitments:

- responsible governance: ensuring management aligned with the group's strategic direction and core values;
- compliance and voluntary commitments: meeting mandatory regulations, international standards and stakeholder expectations;
- ethics and transparency: upholding the Code of Ethics and promoting responsible conduct throughout the value chain;
- clear and measurable objectives: defining, tracking and regularly updating targets related to quality, sustainability, equality, people and the environment;
- risk and opportunity management: taking a proactive approach to reduce non-conformities, environmental impacts and inefficiencies;

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- staff involvement: fostering awareness, participation, training and continuous professional growth;
- integrated sustainability: incorporating environmental and climate considerations into business decisions and processes, including for environmental protection and pollution prevention;
- responsible value chain: selecting and engaging suppliers who share the group's ethical, quality and sustainability principles;
- transparent communication: sharing policies, data and results with internal and external stakeholders;
- continuous improvement: optimising processes, performance and environmental impact, with a focus on quality, efficiency and innovation.

The 2030 Agenda and the SDGs

The Sustainable Development Goals (SDGs) are referenced throughout this policy because they represent a shared global framework that guides the group in integrating quality, environmental sustainability, social responsibility and people development into an ethical and lasting growth model. This ensures that every corporate commitment makes a concrete contribution to internationally recognised sustainable development.

Key areas

Quality (SDGs 8 – 9 – 12)

The group operates a Quality Management System compliant with UNI EN ISO 9001:2015, pursuing innovation, product reliability and continuous improvement.

The organisation commits to:

- ensuring the resources, skills and tools needed for effective quality system management;
- continuously monitoring processes, products and services to identify areas for improvement;
- working with qualified and responsible suppliers to ensure reliable and compliant materials;
- meeting and, wherever possible, exceeding customer expectations;
- promoting innovative technical solutions, also through Geosintex's specialist consultancy support;
- Integrate sustainability criteria into product quality, contributing to reduced demand for natural inert materials — such as gravel, sand and soil — in works and applications, through the use of high-performance geosynthetic solutions.

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Sustainability and environment (SDG 6 – 9 – 12 – 14 – 15)

The Group integrates sustainability into its products and processes, committed to developing geosynthetic solutions aimed at limiting the consumption of natural resources and reducing environmental impacts across a wide range of works and applications.

The organisation commits to:

- reducing direct and indirect environmental impacts through innovative technologies and durable materials;
- providing technical solutions that improve soil protection, water management, infrastructure stability and the mitigation of environmental impacts;
- supporting the adoption of circular economy practices, including through technical analysis and integrated consultancy;
- promoting energy efficiency in production plants and product design;
- working with designers and companies to develop sustainable solutions in construction, agriculture and civil engineering;
- communicating results, commitments and environmental policies in a transparent and accurate manner.

Health and safety (SDG 3 – 8)

The group protects the health and safety of its workers through responsible practices, ongoing training and attention to working environments, in compliance with applicable regulations.

The organisation commits to:

- ensuring a safe and healthy working environment by preventing risks and promoting responsible behaviour
- protecting staff in production and logistics activities;
- raising awareness and training workers on safety topics, also in collaboration with technical partners;
- assessing risks and opportunities related to working environments, using a proactive and preventive approach.

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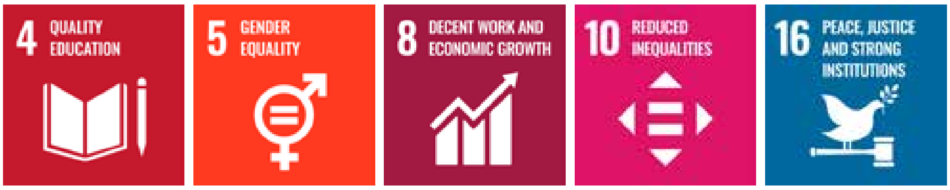
Social responsibility, diversity, inclusion and gender equality (SDG 4 – 5 – 8 – 10 – 16)



The group considers people to be at the heart of the organisation and promotes a fair, inclusive and respectful working environment, as demonstrated by its gender equality certification. The Gender Equality Policy (ALL.12_7.1.1), prepared in accordance with UNI/PdR 125, is the standalone reference document on this topic.
This Integrated Policy sets out below some of its core principles.

The organisation commits to:

- guaranteeing equal opportunities in recruitment, career progression, pay and representation;
- preventing and addressing all forms of discrimination, harassment and misconduct;
- developing the skills of all people through ongoing training and growth programmes;
- supporting a collaborative and respectful working environment;
- promoting an ethical culture throughout the value chain;
- contributing to community development through products and solutions that support safer and more sustainable infrastructure.

The organisation promotes and puts into practice the Integrated Policy, ensuring it is communicated and applied by all staff. The group also shares it with external collaborators, suppliers and partners, inviting them to adopt the same principles throughout the entire value chain, so as to guarantee a consistent commitment to quality, sustainability, social responsibility and gender equality.

This policy is reviewed at least annually to verify its effectiveness and alignment with strategic objectives, stakeholder needs and any regulatory or organisational developments.
Updates are approved by Management, which ensures their integration into business processes.
With this approach, the group reaffirms its commitment to operating in an ethical, responsible and sustainable manner, to creating shared value and to contributing to the Sustainable Development Goals of the 2030 Agenda.