

**ESG Policy**  
Environmental, Social and  
Governance Policy

BRANDART

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## ESG Policy Environmental, Social and Governance Policy

### FOREWORD

As part of the strategy that Brandart has initiated in order to pursue the defined sustainability goals, the creation of "shared value" for stakeholders acquires particular relevance.

Brandart is a major player in the luxury packaging and visual merchandising sector and wants to be a reliable and sustainable partner for the development of packaging and display products, integrating creativity, innovation and competitiveness with production feasibility. Brandart is aware that economic and business activity generates direct and indirect impacts on human rights, on the environment in which it operates and on society, so it has defined the areas of responsibility towards its stakeholders: employees, customers, suppliers shareholders and the community, through the sharing of a corporate culture compliant with current regulations and aligned with international best practices.

The Policy identifies the principles that inspire Brandart to responsibly manage its direct and indirect environmental and social impacts, both towards the communities in which it operates and towards its stakeholders.

To achieve these objectives, Brandart has decided to adopt an Integrated Management System that merges the significant aspects of all management systems currently in place: UNI EN ISO 9001:2015 for quality management since 2013, UNI EN ISO 14001:2015 for the proper implementation of an environmental management system, SA8000 for social responsibility, EASI for the implementation of an integrated corporate governance system of all issues related to sustainability, the FSC®, GOTS, GRS standards, applicable national and international standards, laws and regulations, including the Universal Declaration of Human Rights, ILO (International Labor Office) conventions, and industry directives and regulations, providing all necessary resources.

To guarantee this commitment, Brandart has adopted a Code of Ethics and a Supplier Code of Conduct shared to the entire value chain.

Brandart's activities also comply with the contents of the "Universal Declaration of Human Rights," the "International Labor Organization's Declaration on Fundamental Principles and Rights at Work," the "Rio Declaration on Environment and Development," and the "United Nations Convention Against Corruption."

### RECIPIENTS

The recipients of this Policy are all persons bound by employment relationships with the Company.

This Policy is shared to all employees of the Group and made public, through its website ([www.brandart.com](http://www.brandart.com)) in order to ensure its compliance and proper application by all employees within the organization and stakeholders.

### SCOPE OF APPLICATION

The goal of the Sustainability Policy is to define the strategies and guiding principles of sustainability, with specific focus on:

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- Human rights
- Relationships and working conditions
- Occupational health and safety
- Environmental impact
- Sustainable procurement

## MISSION

Brandart's comprehensive, integrated solution business model focuses on end-to-end management of all packaging, display, in-store installation and merchandising needs of Brands:

- Comprehensive regulatory and compliance assistance;
- Sustainable and innovative solutions;
- Design, creativity, research and development;
- Value optimization and efficiency through procurement;
- Production, logistics and stock management services.

## COMMITMENT

The ESG principles outlined within this Policy, consistent with Brandart's Vision and Mission, are closely related to the distinctive criteria that have always been key contributors to the company's success. On the basis of these premises, the principles underlying operations from the environmental, social and governance perspectives are presented below. The Sustainability Policy is implemented through the following areas of action:

### E- Environmental

Brandart is committed to minimizing and optimizing the impact its activities generate on the environment—directly and indirectly—in the short and long term, and to constantly monitoring risk factors related to environmental aspects.

In terms of corporate culture, environmental protection is one of the key values. This is why Brandart is committed to adopting Environmental Management Systems certified to recognized standards (ISO 14001 and EASI®), with the aim of continuously improving its performance and mitigating risks.

In accordance with these principles Brandart is committed to:

- Optimization of the resources used to make our products and reduction of their environmental impacts at the end of life through life cycle analysis and "eco innovation";
- Reduction and elimination of plastics within our products;

- Proper management practices
- Customer and user aspects
- Community involvement and development
- Economy and sustainability
- Cybersecurity and Data Protection

## VISION

Brandart is the leading innovation and sourcing hub that supports brands in achieving a better customer experience through sustainable packaging, PoP (Point of Purchase) and merchandising solutions.

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- Establishing a rational system for collecting and monitoring ESG environmental performance data including from our suppliers;
- Minimizing the environmental impact of Brandart's direct and indirect activities by reducing energy consumption and waste generation;
- Using a nearshoring logistics and distribution network, to minimize the environmental impact of shipments.

## S - SOCIAL

Brandart's sustainable approach can be found in its policies for the protection and development of Human Capital, and the achievement and maintenance of these principles are also pursued by monitoring compliance with internationally recognized principles and adopting an Integrated Management System of the requirements of SA8000 and EASI® standards.

Brandart has always been committed to providing working conditions that respect the dignity of staff and their health and safety, human rights and equal opportunities.

In accordance with these principles Brandart is committed to:

- Rejection of all forms of child and/or child labor, forced labor and discriminatory procedures, rejection of the use of coercive practices and all kinds of physical and psychological violence;
- Guaranteeing Brandart and supply chain employees working conditions that respect their health and safety and current agreements regarding working hours, pay and union freedoms;
- Developing a culture of inclusion and respect for diversity.

## G - GOVERNANCE

Brandart, in order to govern its business activities with a view to sustainability and respect for the needs of all its stakeholders, is committed to continuous attention to applicable standards and laws and to the identification of the expectations of relevant stakeholders, particularly with regard to aspects of products, economic sustainability and business ethics.

Achievement of these objectives is achieved by monitoring compliance with internationally recognized principles and adopting an Integrated Management System of the requirements of ISO 9001 and EASI® standards.

In accordance with these principles Brandart is committed to:

- Develop an effective communication and engagement system on ESG issues towards stakeholders;
- Optimize the Supply Chain both in terms of flexibility and operational timeliness, and to ensure impacts and behaviors that comply with applicable legislation and in line with the sustainability standards defined by Brandart;
- Comply with laws and regulations regarding quality, safety and other possible compliance requirements in all countries where its products and services are marketed;
- Manage direct and indirect external and internal impacts on economic sustainability in the medium and long term to ensure the company's durability and protect key stakeholders;

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- Obtain and maintain certifications of its Integrated Management System with respect to the international standards adopted for its development in order to ensure continuous oversight, monitoring and control of the business processes necessary for the achievement of the established sustainability objectives;
- Ensure compliance with the Organization and Management Model pursuant to Legislative Decree 231/01 and the Company's Code of Ethics in order to minimize business risks related to the behavior and practices followed by all direct and indirect collaborators, even if aimed at obtaining a business advantage.

## REPORTING

As of 2018, the concrete implementation of the commitments made is illustrated in an annual sustainability report within which all the activities carried out by the company on ESG matters will be described.

This Policy is effective from the date of issuance and is valid indefinitely, unless it incurs the need to make changes and/or additions. The Policy is subject to annual periodic review for the purpose of keeping the sustainability aspects valid and assessing its adequacy and effectiveness over time in the face of changes internal or external to the organization or to ensure commitment to continuous improvement.

Busto Arsizio, 21/11/2023

La Direzione

