

ESG Policy
Environmental, social and
governance policy

BRANDART

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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, UNI EN ISO 45001 for the proper implementation of health & safety management system, SA8000 for social responsibility, UNI/PdR 125 for the management of gender equality, 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) 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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AMBITI DI APPLICAZIONE

L'obiettivo della Politica di Sostenibilità è definire le strategie ed i principi guida della sostenibilità, con specifico focus su:

- Human rights
- Relationships and working conditions
- Occupational health and safety
- Environmental impact
- Sustainable procurement
- Proper Management Practices
- Customer and User-Related Aspects
- Community Engagement and Development
- Economy and Sustainability
- Cybersecurity and Data Protection

MISSION

Brandart is the leader global service company operating in several different industries, managing a wide range of packaging, visual merchandising and retail solutions. Brandart acts as an end-to-end integrated player being an essential part of the high-end brands' value chain, by combining sustainable R&D, innovative design, and a global network of manufacturing and logistic partners.

VISION

Brandart aims to be the leader, premium global partner of sustainable and innovative packaging, visual merchandising and retail solutions, empowering high-end brands to deliver exceptional customer experiences through cutting-edge solutions and unwavering commitment to sustainability.

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 ecoinnovation;
- Reduction and elimination of plastics within our products;
- Establishing a rational system for collecting and monitoring ESG environmental performance data including from our suppliers;

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- 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 is embodied through its commitment to the protection of workers' health and safety, the improvement of working conditions, in the development of Human Capital respecting gender equality and promoting the development of the community in which it operates.

The achievement and maintenance of these principles are also pursued through monitoring compliance with internationally recognized principles and the adoption of an Integrated Management System of the requirements of UNI EN ISO 45001, SA8000, UNI/PdR 125 and EASI®.

In accordance with these principles, Brandart undertakes to:

- Rejection of all forms of child and/or child labour, forced labour and discriminatory procedures, refusal to use coercive practices and all kinds of physical and psychological violence;
- Guarantee for employees of Brandart and the supply chain of working conditions respectful of their health and safety and of the agreements in force regarding working hours, remuneration and trade union freedom;
- Make healthy and safe workplaces available, through constant verification and periodic maintenance of the facilities in the offices and company spaces;
- Take all necessary measures, experience and technique to protect the well-being and physical integrity of workers, systematically implementing the analysis of causes and possible remedies;
- Ensure the presence of figures with precise roles and responsibilities in the field of health and safety, so that they can be a reference for workers and colleagues;
- Develop a culture of inclusion and respect for diversity;
- Promote local community development initiatives in the communities where it operates.

G - GOVERNANCE

Brandart, for the governance of corporate activities in terms of sustainability and respect for the needs of all its stakeholders, is committed to a continuous attention of applicable laws and regulations and to the identification of the expectations of relevant stakeholders, In particular, with regard to product-related aspects, economic sustainability and business ethics.

These objectives are achieved by monitoring compliance with internationally recognized principles and adopting an Integrated Management System of the requirements of ISO 9001 and EASI®, of the Code of Business Ethics and the Organizational Model ex 231.

In accordance with these principles, Brandart undertakes to:

- Develop an effective system of communication and engagement on ESG issues with stakeholders;
- Optimize the supply chain in terms of flexibility and operational timeliness, as well as to ensure impacts and behaviors that are compliant with applicable legislation and in line with sustainability standards defined by Brandart;

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- Comply with laws and regulations regarding quality, safety and other compliance requirements in all countries where its products and services are marketed;
- Manage the direct and indirect impacts, external and internal, on economic sustainability in the medium and long term, to ensure the company's durability and protect the main stakeholders;
- Obtain and maintain the certifications of its Integrated Management System in accordance with international standards adopted for its development in order to ensure a continuous presence, monitoring and controlling of business processes necessary to achieve the sustainability objectives set;
- Ensure compliance with the Organization and Management Model pursuant to D.Lgs. 231/01 and the Corporate Code of Ethics in order to minimize the company risks related to the behavior and practices followed by all direct and indirect employees, Even if they are aimed at obtaining a business advantage.
- Ensure the security of corporate and personal data through effective cyber security processes and tools;
- Make available to all stakeholders processes and tools for reporting any violations of the principles and shared commitments, ensuring the protection of the reporting party.

REPORTING

From 2018, the actual implementation of commitments is reported in an annual sustainability report that describes both past activities and future ESG commitments.

This Policy is effective from the date of issue and is valid indefinitely, unless it is necessary to make changes and/or additions. The Policy is subject to annual review in order to maintain its sustainability aspects and to assess its adequacy and effectiveness over time in the face of changes within or outside the organization or to ensure commitment to continuous improvement.

Busto Arsizio, 23/01/2025

The Management