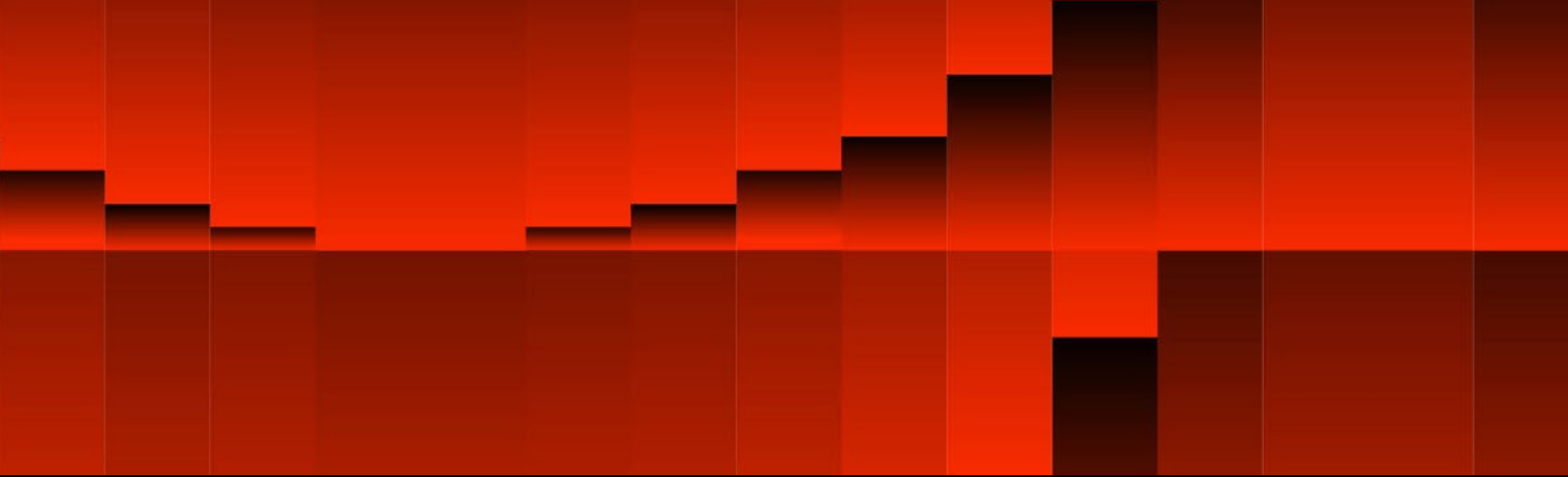




**Our Policy:
Sustainable Development,
Quality, Environment
and Safety**

elica

Vision

To inspire people to reimagine their living space.

Mission

To provide the global market with innovative solutions that always blend smart functionality with striking aesthetics, for the kitchen and beyond.

Values

QUEST FOR BEAUTY

Inborn calling for aesthetics.
As with art, the Italian design transcends standards and encompasses anything Elica Group does.

FEARLEASS DIVERGENCE

Being open, bold, agile, willing to challenge the ordinary.
Transform passion into fuel for ambition.

INCLUSIVE SOPHISTICATION

Reject elitism to bring value and rewarding quality to a broad spectrum of consumers.

GROUNDED GENUINENESS

Keeping the feet on the (local) ground as a shield against detachment and a guarantee of human touch.

Sustainable Business

ELICA GROUP COMMITMENT

The Elica Group is committed to operating responsibly, ethically and sustainably, creating shared value for its Stakeholders and contributing to environmental protection, people's well-being and community development.

Throughout the entire value chain, the Group promotes a strong Quality Culture, focused on process excellence and customer satisfaction, integrating continuous improvement principles into all its activities. At the same time, it considers environmental protection and occupational health and safety to be essential elements, adopting sustainable practices to reduce environmental impacts and ensuring safe and healthy working conditions, in compliance with applicable legislation and international standards.

The Elica Group is committed to integrating sustainability increasingly systematically into its corporate strategy and decision-making processes, ensuring constant alignment with the United Nations Sustainable Development Goals (SDGs), current and future commitments to the transition towards a low-emission economy in line with the Paris Agreement, as well as the main international ESG frameworks, such as the European Sustainability Reporting Standards (ESRS) provided for by the CSRD Directive and the United Nations Global Compact.

The Elica Group is also committed to maintaining, developing, and continuously improving its integrated Management Systems for Quality, Environment, Occupational Health and Safety, and Sustainability, ensuring their effectiveness, adequacy, and constant alignment with the company's strategy.

GOVERNANCE - RELATED OBJECTIVES

- Implement an ethical and sustainable business capable of continuously meeting Stakeholders' expectations and generating shared value;
- strictly comply with the legislation applicable to the products, services and activities carried out, as well as the requirements of voluntarily adopted standards, including those required by customers;
- integrate climate risk management and the reduction of greenhouse gas emissions into corporate strategies, supporting the transition towards a low-emission economy with reduced impact on climate change;
- assign measurable corporate objectives at all levels of the organization, consistent with business priorities;
- systematically monitor performance and assess risks and opportunities related to the Group's activities;
- engage key stakeholders along the value chain, expressing moral and social responsibility towards the Planet and local communities and promoting diversity, inclusion and the well-being of employees and collaborators;
- periodically review the performance and effectiveness of the Management System, with a view to continuous improvement of processes, controls, and governance mechanisms.

OBJECTIVES RELATED TO PRODUCT QUALITY AND SUSTAINABILITY

- Offer to customers innovative, competitive and reliable products;
- ensure timely and effective services in order to strengthen the loyalty of customers and end consumers;
- meet even customers' unexpressed expectations, actively involving them in the product user experience;
- develop products equipped with innovative solutions aimed at improving their energy efficiency and sustainability;
- actively involve all people in submitting proposals useful for achieving corporate objectives and spreading the Quality Culture.

OBJECTIVES RELATED TO ENVIRONMENTAL PROTECTION

- Reduce environmental impact throughout the entire life cycle of its products and processes, promoting design, technological and operational choices aimed at reducing overall environmental impacts;
- prioritize the use of renewable energy;
- systematically assess and manage significant environmental aspects, adopting suitable measures to prevent or reduce negative impacts and promote pollution prevention;
- fully comply with applicable environmental legislation and other voluntarily adopted requirements;
- actively involve all people in submitting proposals useful for achieving corporate objectives and spreading the culture of Environmental Protection.

OBJECTIVES RELATED TO SOCIAL DEVELOPMENT AND WELL-BEING

- Define and implement clear policies for respect for Human Rights and for ethical and responsible business conduct;
- ensure safe and healthy workplaces by eliminating hazards and reducing occupational health and safety risks;
- value initiative, merit and the achievement of objectives;
- support the development of local communities through social initiatives and shared-value projects;
- promote continuous training and employees' professional growth;
- promote consultation and active participation of workers and their representatives in submitting proposals useful for achieving corporate objectives, spreading the Corporate Culture and protecting Health and Safety.

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The contents of this Policy are inspired by Group Policy GP-47 of the Elica Group.
The Policy is also available:

- at all production sites of the Elica Spa Group;
- on the Elica website www.corporate.elica.com – Sustainability section;
- to employees and collaborators, on the SGQAS portal “Vittoria RMS” <https://elica.vittoriarms.eu>.

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