

The experience and technologies of Sogetec and Fiscagomma have been merged to create Fiscatech. Since 1964 both companies are leaders in the production of innovative technical materials made from coated performance fabrics and non-woven fabric, 100% Made in Italy, respectful of the environment, the animal world and human health.

For Fiscatech, which operates in Italy from both its sites in Vigevano and Cormons, innovation means creativity, competence and product quality, enabling the creation of items free from toxic substances, for example.

With this document, Top Management establishes the organisation's Environmental, occupational health and safety, quality and sustainability Policy and undertakes to:

- implement and update it so that it is always in line with the nature, size and impacts of Fiscatech operations, with the aim of continually improving performance levels;
- spread it to all levels of the organisation;
- make it available to all interested parties;
- ensure human and instrumental resources required for its effective implementation are available.

With this document, Top Management aims to define principles to be followed and targets to be reached so as to achieve the expected outcomes of the Integrated Management System (IMS).

Implementing the principles contained in the Policy is a specific commitment which all those who operate on behalf of Fiscatech undertake and intend to pursue.

Top Management is committed to the pursuit of the following fundamental principles underpinning the company's strategy:

- minimise hazards, reduce risks and impacts correlated with activities carried out directly or by third parties and identify, define and pursue any opportunities;
- respect the environment by preventing any form of pollution of environmental matrices;
- guarantee the health, safety and well-being of all workers operating on behalf of Fiscatech;
- Respect human rights (according to the Universal Declaration of Human Rights) and workers (according to International Labour Organisation conventions) and recognise both their importance and universality, rejecting all forms of illegal work and discrimination, as set forth in the Ethical Code;
- ethical fairness in terms of honesty, equality and integrity;
- when structuring and implementing the IMS, analyse and consider the context of the organisation, including significant expectations of interested parties (e.g. suppliers, clients, etc.) and consequent implications for the pursuit of company objectives;
- already during the design phase, encourage the analysis of aspects and impacts/risks grounded in a life cycle perspective of processes and products, with particular attention to water consumption, waste, the prevention of soil pollution and the use of chemical substances, with the aim of reducing/minimising impacts and optimising consumption, so as to nurture sustainable and aware development;
- whenever possible, always prefer raw materials with a lower environmental and social impact, such as recycled or regenerated, certified, traced and traceable, organic raw materials and those linked to sustainable initiatives;
- When developing the IMS, identify and duly consider impacts own activities generate on society, the economy and environment;

- ensure compliance with all applicable conformity obligations (legislation, industrial, local, national or international regulations, relevant requests from interested parties), with periodic assessments to ensure provisions have been correctly acknowledged and fulfilled;
- select motivated workers, involve and engage them at all levels to enable the growth of company culture regarding quality, environmental, occupational health and safety and sustainability issues, so that it is clear that the IMS applies to the entire Organisation, from the Employer to every single worker, each according to their own duties and competencies;
- Guarantee that workers have the suitable skills to carry out assigned tasks in safe conditions, with respect for the environment and product quality, also by means of education, information and training activities;
- share the values of environmental protection, occupational safety and sustainability, initiatives undertaken, results achieved and targets set with relevant internal and external interested parties (e.g. suppliers, clients, public Authorities, workers, external communities), by means of clear and effective communication, consultation, participation and involvement initiatives;
- carry out a preliminary analysis of the impact any amendments to the IMS may cause, in line with the risk and impact prevention approach;
- analyse market requests and anticipate them whenever possible, by means of the constant research and development of new products and the use of the best, most sustainable technologies available on the market, technically and economically compatible with the Fiscatech process;
- pursue the continuous improvement of performance levels and customer satisfaction.

The company's medium-long term strategy has been developed from the analysis and assessment of risks and opportunities that can positively or negatively influence the degree of fulfilment of aforementioned fundamental principles. The strategy pursued by Fiscatech Spa can be summarised in the following macro-objectives, which will be periodically re-examined, together with obtained results, to verify their viability, so as to guarantee the continuous improvement of management system performance levels:

- increase in turnover;
- the acquisition of new clients/markets;
- nurturing the loyalty of historic clients;
- the development of new products;
- reducing environmental impacts, by improving own technical and organisational processes, reducing the consumption of resources and striving to improve the recovery and recycling of waste;
- increasing the satisfaction levels of own internal and external staff;
- the forging of collaborative and constructive relations with all interested parties;
- the promotion of safe conduct and the reporting of any incorrect conduct and hazardous situations so as to improve accident rates and prevent accidents;
- the prevention of accidents by analysing near-misses and assessing any accidents which occur;
- limiting the use of chemical substances that are potentially harmful to human health and the environment.

Vigevano, 10th May 2021



Chairman of The Board of Directors Mr.
Francesco La Grotta