

Integrated Management System Policy

ROTOLITO acts everyday having a clear and shared mission: *"We offer the finest solutions and services for printed paper, everyday, all over the world, without harming the Planet, the People and the Prosperity of everyone. We invest in research and development of the most advanced technologies for a Sustainable and Cultural Progress of human and environmental capital."*

Excellence, innovation, progress and prosperity are the values that motivate ROTOLITO to continuously upgrade, strengthen its processes and management systems in order to guarantee the highest ESG standards.

Abiding by all relevant laws, regulations, and other industry and compliance obligations is the foundation of ROTOLITO's commitment, and adopting a systemic approach that integrates ISO 14001, ISO 9001, FSC, PEFC, SEDEX standards, certified by independent, third-party entities, proves a commitment that goes beyond mere compliance, and is aimed at the prosperity of all stakeholder. Applying an integrated management system not only entails accounting for processes, responsibilities, impacts, but also and above all measuring, understanding and knowing ourselves on multiple dimensions: health and safety at work, corporate social responsibility, environmental sustainability, product quality and safety. With an ultimate goal: a commitment to seamless improvement.

Furthermore, the Code of Ethics and the Organizational and Management Model pursuant to Legislative Decree 231/01, define a set of rights and duties that must be observed by the company's directors, managers, employees, and stakeholders bound by a direct or indirect collaborative relationship, so as to operate with appropriate fairness, competence, and responsibility in order to ensure prosperity and continuity for the business and the people who contribute to it over time.

As part of its duties and commitment to the company's broad goals, management is solicited to spread awareness of its duties, role, rights and obligations to all people working under the organization's control, including through concrete example of its behavior.

Top management periodically reviews its developmental policies to ensure continuous alignment and adaptation within the organization, constantly seeking to improve its performance, encouraging the pursuit of the following macro-objectives related to the entire ROTOLITO group:

1. **Pursue the full satisfaction of customer expectations** by ensuring, through the use of the best available technologies and raw materials, that the work is performed and maintained with the expected quality and simultaneously enabling the safety and reliability of the product offered;
2. **Implement an efficient, respectful and stimulating organizational structure** that creates a motivating, fair working environment involving all personnel in achieving the goals the organization has set by investing in training and the acquisition of new professional skills and expertise;
3. **Reduce the environmental impacts of the organization's activities/products/services** by meticulously monitoring and mapping material issues and their causes, then eliminating and reducing the negative externalities produced on the environment;
4. **Improve the ESG performance of our supply chain** by engaging and guiding business partners with initiatives to assess and reduce impacts;
5. **Achieve and maintain a zero injury level** by continuously assessing occupational health and safety risks and implementing effective prevention and protection measures;
6. **Promote a transparent and constructive dialogue with stakeholders** to ensure adequate communication and information on the commitment made and to be able to respond to everyone's needs and requests;
7. **Gain market shares**, in domestic and foreign markets, consolidating those already gained to ensure the prosperity of the organization and the professional / experiential growth of everybody.

To achieve these goals, ROTOLITO has defined specific commitments in the following strategic areas.

Health and Safety

ROTOLITO aims to ensure, as far as it is reasonably feasible, the health, safety, and welfare of its employees during their work activities and of others who may be affected.

To ensure that health and safety principles are clearly understood throughout the company, ROTOLITO is committed to:

- Comply with relevant health and safety laws and regulations, voluntary programs, collective bargaining agreements and other requirements to which the Company adheres;
- Assess risks to the safety and health of our employees and others who may be affected by our activities, implementing controls to minimize such risks;
- Continue to focus on excellence in terms of work environments, tools and equipment, making them safer, more ergonomic and ensuring the long-term sustainability of operations;
- Provide the necessary training to our employees, including temporary workers, to make sure they are competent in the topic of health and safety;
- Ensuring that all contractors, self-employed professionals called to work within the company, and visitors recognize, embrace and practice our values;
- Supervise to ensure that the identified prevention and protection measures are scrupulously followed by all personnel (employees, managers, contractors, suppliers, etc.);
- Set goals and monitor performance to ensure continuous improvement of results and the way we operate;
- Dedicate the necessary resources in the form of economic means, equipment, personnel and time to ensure the health and safety of our employees and seek the help of specialists where the necessary expertise is not available within the Company.

Personnel and Work Environment

ROTOLITO is committed for equality in employment opportunities and reward disbursement, fully embracing cultural diversity within the community we call home.

The welfare and interests of our employees come first in all aspects of our operations and in the way we conduct our business, ROTOLITO is committed to:

- Manage Human Resources through concrete actions aimed at their continuous development, thus ensuring the success of the company according to the highest standards;
- Ensure a truly diverse and inclusive work environment where diversity is valued and discrimination, in whatever way or form, is not tolerated;
- Encourage a stimulating work environment based on trust, cooperation and creativity and where the contribution and growth of personnel is supported;
- Spread the awareness that each employee is an active part of corporate life, and therefore responsible for promoting its basic principles by actively contributing to its success;
- Additional opportunities for personnel growth and development through direct involvement in specific development projects and programs;
- Support teamwork as the means to inspire and achieve a set of shared goals;
- Recognize and reward expertise and performance.

Environment and Sustainability

ROTOLITO is committed to protecting the environment by using resources and processes, whenever possible, that minimize the environmental impacts. Being a large company specialized in the production of books, catalogs, comics and high quality printing, located in multiple sites in Italy and abroad, we are aware of the environmental and social impact risks of our business. Therefore, ROTOLITO is committed to:

- Reduce energy consumption and prioritize the use of renewable energy sources;
- Decrease the production of its waste and favor recycling and recovery activities;
- Minimize and keep under control emissions generated by the production process;
- Collaborate with the supply chain to monitor and improve the collective impacts;
- Train and inform personnel and contractors on environmental issues with the aim of increasing awareness of their own functions and activities on the environment;
- Regularly evaluate performance to improve environmental performance and set short-, medium- and long-term improvement goals;
- Be disseminators of our commitment by transparently communicating our ESG performance goals and results to all stakeholders. Ridurre i consumi energetici e privilegiare l'uso di fonti di energia rinnovabili;

Quality and Innovation


ROTOLITO is committed to achieve ever-increasing levels of customer satisfaction through continuous improvement in the quality of products and services, and particularly to:

- Manufacture products that meet Customers' expectations and requirements in terms of quality, quantity, timing, cost-effectiveness and sustainability;
- Use suitable equipment and technologies to ensure high production capacity and compliance with established requirements, ensuring the maintenance operations necessary to keep them up-to-date and efficient;
- Involve and raise awareness among suppliers of products, processes and services in order to ensure compliance with requirements and commitment to improvement;
- Improve and consolidate communication and collaboration with customers in order to better understand their needs, ensure the highest level of pre- and post-sales service, and build strong partnerships;
- Ensure continuous efforts in training and awareness of staff at all levels on aspects of quality, efficiency of their work and organization.
- Identify and acknowledge any non-conformities and define appropriate corrective and improvement actions;
- Monitor and evaluate the performance of processes and set goals for quality, reviewing them periodically with the aim of continuous improvement.

In pursuit of its corporate mission, ROTOLITO recognizes the centrality of stakeholders and the mutual benefit created by knowledge of their respective needs and expectations. For this reason, this policy is communicated to all stakeholders and will be visibly displayed in the company's facilities.

Pioltello, 26 June 2023

General Manager



Davide Dei Rossi Joseph Marsanasco