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## ENVIRONMENTAL MANAGEMENT SYSTEM MANIFESTO OF SENIOR ENVIRONMENTAL POLICY AND COMMITMENT

Secondo Mona S.p.A. have been implementing, sustaining, and certifying an Environmental Management System in compliance with ISO 14001, aimed to constantly improve their environmental performances and to increase their stakeholders satisfaction.

In 2019 Secondo Mona S.p.A. have successfully aligned their environmental system with the 2015 reference standard revision.

Secondo Mona Top Management intend to manage environmental aspects with a risk-based thinking approach, evaluating risks and opportunities and making environmental decisions part of their overall planning process.

In order to make this goal achieved, Secondo Mona S.p.A. commit to:

- exercise and promote leadership at all levels of the organization;
- raise employees awareness on the importance of satisfying stakeholders needs and expectations;
- raise awareness on entire life cycle of their products;
- share their policy with stakeholders;
- foster communication inside and outside the company;
- ensure compliance with applicable and agreed requirements;
- aim at continuous improvement of their environmental performances and increase the satisfaction of their stakeholders through solid wide-ranging plans with company affordable targets and costs;
- safeguard environment and sustainability by tracking their eco-efficiency and improving it through such initiatives as energy conservation, pollution prevention, waste reduction and recycling;
- to carry out effective internal audits aimed to clear and, possibly, prevent non-conformities;
- to share their environmental experience with other companies, trade associations, local, regional and national authorities, so that any voluntary adoption of low environmental impact strategies are reflected in the evolution of existing legislation;
- to develop a strategic sustainability plan to reduce the environmental impacts of products, production processes and logistics.

### ***Policy towards internal stakeholders***

To honor their commitments, the Management shall:

- assign clear tasks and responsibilities;
- pursue the involvement and motivation of their personnel;
- in terms of process approach, stress the importance of teamwork to achieve their proposed objectives;
- foster risk assessment by each process owner in every single process;
- ensure personnel awareness and professional skills improvement ;
- ensure a safe working environment;

- promote sharing of possible improvements in terms of environment and relationships;
- require all staff to strictly comply with laws, procedures, operating instructions and company regulations;
- evaluate and manage environmental impacts;
- always reduce waste of resources;
- monitor and optimize their processes to limit and prevent non-conformities.

### ***Policy towards external stakeholders***

To honor their commitments, the Management shall:

- monitor upstream and downstream environmental impacts all along their production cycle;
- prevent any complaint and, if any, adopt a shared solution oriented approach;
- use qualified external expertise when necessary;
- promptly involve the company key stakeholders in the process of continuous improvement by providing information and, if necessary, environmental clauses to comply with;
- manage effective environment external communication;
- ensure transparency and communication among inspection bodies.

### ***To ensure the implementation of the Policy expressed, the Management:***

- has adopted the Code of Ethics that applies to all those who are part of the Company or who collaborate with us defining guidelines, requirements and ethical, social and behavioural obligations also in the environmental field;
- has adopted the Model of Organization, Management and Control in line with the D. Lgs. n. 231/2001 with the aim of defining roles and responsibilities, of dictating prevention and control protocols in relation to the management of environmental protection in order to prevent the commission of offences and unlawful behavior;
- has appointed the Supervisory Board responsible for supervising the effective functioning and compliance with the principles set out in the Organisation, Management and Control Model and in the Code of Ethics.

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