



Corporate policy 2022

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Purpose

In order to achieve the planned objectives, every year the Management of **Porro S.p.a.** **defines and communicates the company's strategy and policy**, so that the mission, the vision and the values are accepted and supported by the entire staff.



Sustainability principles

Environment

Develop environmentally friendly products

Staff

Engagement of the staff, so that they can embrace Porro's corporate culture

Practices

Perform activities with professional expertise, fair judgments, balanced choices and decisions and ethical behaviours

Relationship

Build sincere and long-lasting relationships with customers and suppliers

Products

Supply products that adapt to market changes with a view to sustainability, quality, versatility and price



Vision and commitment

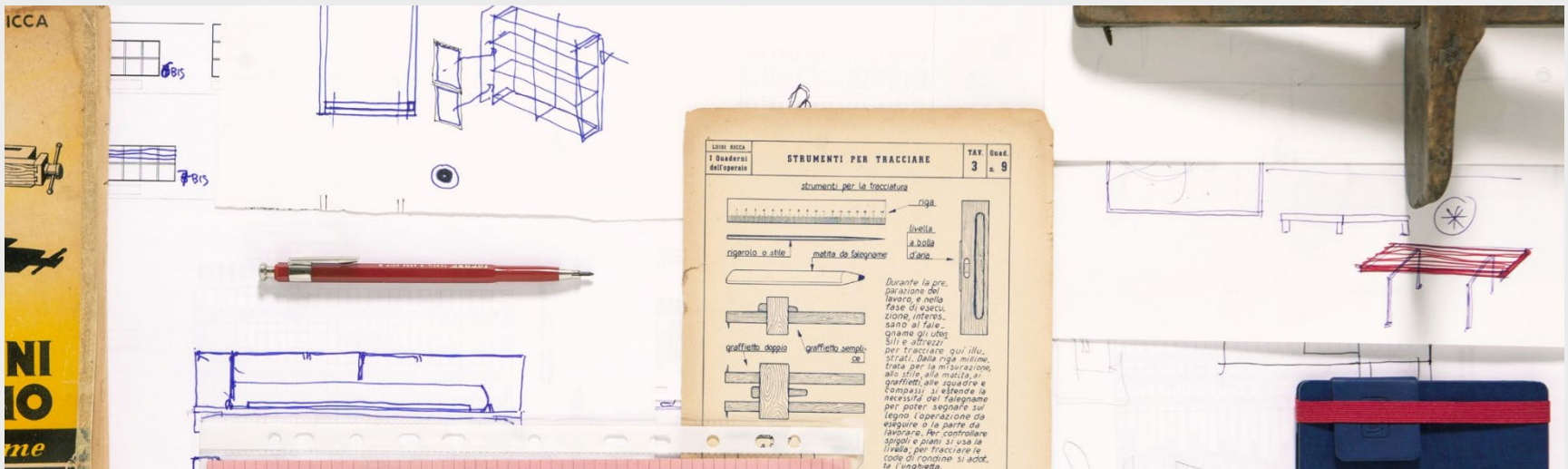


Our mission is to continue to grow and, through technological innovation and flexibility to adapt to market needs, become a leading player in our core fields, always focusing on Customer satisfaction in terms of quality, product versatility and on-time delivery.

Vision and commitment

Our commitments:

- **teamwork**
- **simplification** of the activities throughout all corporate processes
- effective and fast **communication**
- clear and timely **decisions**
- efficient, continuous and comprehensive **organized management** of every single process and activity
- ensuring compliance with laws, regulations and commitments entered into by the Company in all areas and in particular with regard to the environment and health and safety at work



Vision and commitment

Porro is aware of the need to manage its activities and services in a preventive and systematic way, respecting the **health and safety conditions at work**. The starting point is the compliance with the legal and regulatory requirements applicable to our business as well as the maintenance and improvement of the quality management system in compliance with ISO 9001 and FSC STD 40-004 standards.

The Management has analysed the context in which it operates, assessed the risks, identified and measured the main features of the products and services offered and planned its Quality Management System by checking on a regular basis the results achieved against the goals set.



Vision and commitment

With regard to the protection of rights and to the health and safety of employees, Porro S.p.a operates in compliance with the Consolidated text on health and safety at work (legislative decree 81/08 as amended and added) and undertakes:

- Not to use child labour
- To promote voluntary and unforced labour
- To respect the freedom of association and the right to collective bargaining
- To ensure working conditions that are in no way detrimental to the health and safety at work
- To prevent accidents and diseases at work
- To combat all forms of discrimination
- To condemn all illegal conduct likely to be in conflict with the dignity or physical and/or moral integrity
- To fully and impartially apply remuneration to employees, in accordance with current industry regulations
- To comply with all the requirements of the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work

Vision and commitment

Porro is committed to the respect of the FSC values defined in the FSC-POL-01-004 policy and declares not to be involved in the following activities:

- Illegal logging and trade in illegal wood or forest products
- Violation of human and traditional rights in forestry operations
- Destruction of high conservation values in forestry operations
- Significant conversion of forests to plantations or non-forest land uses
- Introduction of genetically modified organisms in forestry operations



Responsibility

Responsibility for implementing the management system involves the entire company organisation, from the Management, through the Managers and Supervisors, to every single Worker, each within the scope of their respective powers and authorities.



Staff engagement

The Management relies on the contribution of the entire staff to implement and maintain this policy and, consequently, is committed to raising the awareness that each individual employee contributes, through his or her behaviour, daily decisions and active participation, to influence the continuous improvement of the corporate processes and their performance in the field of health and safety, environment and quality.





This document is reviewed every year and made available to interested parties.

Montesolaro, January 2022

The Management