



INTEGRATED COMPANY POLICY

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The Management of Maglificio Leonello Spagnol aims to achieve a leading position within the sector of design, creation and production of knitwear for high fashion garments, capable of meeting both the regulatory requirements and quality standards that our Clients expect. The Management further seeks to ensure that the company is capable of anticipating and meeting the needs and developing style trends of the sector within which it operates.

The Management of Maglificio Leonello Spagnol also undertakes to improve the performance of the company in relation to its environmental impact, protect the health and safety of workers, and achieve expected standards of client satisfaction, and will make adequate organisational, instrumental and economic resources available to achieve these aims.

To this end, the Management promotes a process of systematically managed company-wide improvements, adopting a proactive and shared approach which also encompasses ongoing research into innovative systems.

To achieve this, Management pays due consideration to all internal and external organisational areas which may influence organisational issues, identifies the needs and expectations of all stakeholders, and carries out risk-based assessments to develop appropriate action plans to deal with critical issues and identify opportunities for improvement.

The company recognises that its staff are the main resource for achieving corporate objectives, and therefore undertakes to ensure they are involved in reaching the objectives set. To this end, the company provides staff with training to ensure full compliance with company standards and procedures regarding quality, health and safety, and the environment.

When manufacturing knitted garments, Maglificio Leonello Spagnol undertakes to select high quality suppliers, as well as to favour the use of yarns from sustainable supply chains, and to reduce processes using chemical products that are harmful to the environment and human health. Furthermore, Management considers it paramount to establish mutually beneficial relationships with suppliers and subcontractors by involving them in and making them aware of company policy and required quality standards, to enhance the shared capacity to create value for all stakeholders.

To achieve these aims, Management undertakes to maintain occupational health and safety (OHSS), environmental (EMS) and quality (QMS) management systems, and regards these as integral elements of its business organisation.

The Management makes this document available to all stakeholders, and formally undertakes to ensure that:

- decision-making processes within the company are based on evidence, focussed on the efficient use of resources and aimed at ensuring a swift response to the changing requirements of clients and adaptation to a constantly changing business environment;
- internal processes are planned and controlled by monitoring specific performance indices and by adequately defining roles, responsibilities and chains of authority, in order to maintain, manage and improve the efficiency and effectiveness of processes, both individually and jointly;

- the requirements of Clients are met both regarding the design and manufacturing of products, and guarantees that the highest quality standards are met, and that this is further ensured by the deployment of advanced technological solutions;
- corporate strategy and the principles of this policy are translated into measurable objectives at all relevant levels within the company;
- a working environment is fostered which values staff members' organisational knowledge, productivity, creativity and well-being, all underpinned by an ethos which promotes learning, the sharing of information and experience, teamwork and synergy between people;
- research into new innovative technologies and the timely assessment of the suitability and adequacy of its infrastructures and equipment are carried out. This is conducted with a view to ensuring ongoing improvements to production processes as well as minimising the company's environmental impact, and safeguarding the health and safety of staff;
- the company's entire structure – the employer, occupational health and safety officers, supervisors, full-time and temporary employees – is organised in a way that ensures that everyone is involved, commensurate with their responsibilities and skills, in achieving the objectives defined regarding the protection of staff health and safety;
- information and training on company safety risks is provided to all staff including through the staff representative, and all staff are trained, made aware of, and sensitised to the need to carry out tasks assigned to them safely, respecting the environment and upholding product quality standards;
- the planning of workplaces, operating methods and organisational aspects are carried out in a manner which safeguards the health of workers, third parties and the wider community in which the company operates;
- cooperation between company personnel, collaboration with business organisations, trade associations, workers' representatives and local authorities are promoted and upheld;
- preventive measures and internal investigations are promoted to safeguard against pollution and ensure occupational health and safety, to significantly reduce the likelihood that accidents, injuries or other non-compliant events may occur;
- periodic reviews of this Policy, its objectives, and the extent to which the integrated management system is correctly implemented, along with regular updates of procedures, are conducted to assure ongoing improvement of company performance.

This policy is distributed to all staff and business partners and made available to all stakeholders.

The Management - Maglificio Leonello Spagnol & C. srl

