



# RDM GROUP CORPORATE POLICY FOR A SUSTAINABLE BUSINESS

Within the economic, organisational and business context, in line with its commitment and the market, RDM Group wishes to implement and maintain an Integrated Management System that meets the requirements of multiple standards. This is necessary for RDM Group to act as a key player in its own market and to stand out with respect to the management of the Quality of its products, Environmental needs, work Safety and a sustainable use of Energy, with the end goal of ensuring the satisfaction of stakeholders and, also, for a continuous improvement.

The protection of the Environment, Health and Safety of workers, as well as the satisfaction of Customers and other stakeholders are key factors for business success on the market, favouring the consolidation of economic and financial performance and contributing to the sustainable development that drives the strategy of the RDM group.

For this purpose, the Management of Reno de Medici S.p.A, with a view to risk prevention in all areas of its business, defines this policy by formalizing its commitment to:

- comply with the applicable legal and customer requirements;
- meet all quality standard requirements to ensure the protection of consumers' health and safety;
- provide safe and healthy working conditions for the prevention of injuries and occupational diseases of employees, interim workers and external contractors, to eliminate hazards and reduce risks to health and safety at work;
- commit to obtain the workers' opinion, encouraging their participation in the improvement of the OH&S management system;
- ensure the necessary resources to achieve the goals and energy targets;
- promote the purchase of energy-efficient products and services;
- support the design of systems aimed at improving energy performance, investigating compatible environmental technologies in the definition of new investments;
- protect the environment and biodiversity, preventing pollution and implementing a sustainable use of natural resources, optimizing the use of recycled fibres as the main raw material of the manufacturing process;
- limiting the use of virgin raw materials, purchasing virgin materials from environmentally certified or controlled sources and thus contributing to waste reduction;
- make a responsible use of water through continuous efforts to reduce the amount of water withdrawn and discharged and ensuring that effluents meet all quality parameters to safeguard rivers' fauna and human safety;
- find the most environmentally friendly destination for the waste generated by operation in considerations of the wider impacts across the value chain;
- continuously improve its Integrated Management System and all related performances for Energy, Environment, Quality and Safety.

To ensure the continuous improvement of its business performance, the RDM Group:

- ensures the necessary resources for the implementation and updating of the Integrated Management System through the achievement of the identified objectives;
- supports the improvement of accountability and the growth of Human Resources, as a fundamental asset of the Company, through a continuous process of involvement, information, training and instruction;
- formalize the commitment toward the respects of human being by definition of specific policies including a code of ethics and a specific policy for human rights, diversity, equity and inclusion;
- support circular economy through recycled product, reuse of water in multiple production cycles and finding the most appropriate destination of our waste for their recovery.

This statement as part of our documented system is reviewed periodically by the Management, is communicated to employees, suppliers and outsourcers, and it is made available to the key stakeholders.

Milan, 30/09/2024

RDM Group - Chief Executive Officer

Michele Bianchi

A handwritten signature in blue ink, appearing to read 'Michele Bianchi', written over a light blue horizontal line.