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L.A.P.M. S.r.l. is a European leader in the production and coating of components for the furniture industry, specializing in "dressing" the design of furniture doors, interior doors, paneling, and flooring. By making its extensive experience in coating processes and its ongoing research available to its customers, L.A.P.M. S.r.l. has always been strongly oriented towards fully satisfying the requirements of customers and suppliers, respecting labor and workers, business ethics and the pursuit of equal opportunities, implementing responsible production processes and fully adhering to current regulations regarding the protection of worker health and safety and respect for the environment.

In this regard, L.A.P.M. S.r.l. is developing an Integrated Management System for Quality, the Environment, Health and Safety, Energy, Social Responsibility and Gender Equality, aligned with the standards.

- UNI EN ISO 9001:2015 (Quality)
- UNI EN ISO 14001:2015 (Environment)
- UNI EN ISO 45001:2018 (Health and Safety)
- UNI CEI EN ISO 50001:2018 (Energy)
- SA8000:2014 (Social Responsibility)
- PdR 125:2022 (Gender equality)
- PEFC, FSC® (Chain of Custody)

Through these management systems, L.A.P.M. S.r.l. mandates each corporate function and area to continuously and systematically improve the quality of the products and services offered, reduce environmental impacts, pursue pollution prevention, ensure health and safety performance, including risk reduction, improve energy performance, and ensure an ethical and inclusive environment in which equal opportunities are pursued as a fundamental objective and core value of the Organization.

The Management trusts in the involvement and participation of all staff so that this policy is implemented and kept active and, consequently, is committed to developing in each collaborator the awareness of being able to contribute, with their behavior, with their daily decisions and with its active participation, in the continuous improvement of company processes and performance in the areas of quality, health and safety, environment, energy, social responsibility and gender equality.

COMPANY'S MISSION

"Being Quality', to create and distribute Quality."

We are an ambitious company, which pursues the objective of cultivating quality in every resource, process, flow, and relationship.

The search for quality, in LAPM, is not identified with the final phase of product control but is expressed in every choice and moment of company life, embodied in actions that make each collaborator, at the same time, a recipient of quality and an active protagonist of the quality, in full respect of human rights and the ethical principles in which we believe.

"Quality is not achieved by chance or luck but requires continuous effort and a precise strategic plan. The L.A.P.M. project starts from the inside, from the company organization, from the atmosphere in the department, from working safely and from feeling good in the workplace".

"Quality is not achieved by chance or luck but requires an intelligent effort and a strategic plan. The L.A.P.M. Quality project starts from within, from the company organization, from the climate that reigns in the department, from the well-being in the place of work."

COMPANY VISION

"We want to be a leader and produce excellence, introducing the most innovative technologies into our proposals and, at the same time, embracing the principles of social responsibility, gender equality and sustainability by providing our contribution to support the SDGs (Sustainable Development Goals of the United Nations 2030 Agenda).



We wish to provide our Customers with a quality product, service and experience, becoming a sort of extension and extension of the Customer himself and bringing the excellence of Made in Italy to the homes where our products reach the end of the production chain. Italy and the certainty of a product that respects the values we believe in".

QUALITY POLICY

L.A.P.M. S.r.l. has identified the adoption of a Quality Management System compliant with the ISO 9001 standard as an effective tool to guarantee the objective of satisfying the Customer's needs and to actively work towards the continuous improvement of the quality of products and services, committing itself to:

- Act in compliance with applicable legislation, regulations and controls in compliance with customer requirements;
- Increase customer satisfaction by paying particular attention to the quality of its workmanship and activating continuous exchange and communication with the customer;
- Equip yourself with the best technologies and instrumental resources on the market;
- Guarantee, through continuous training, the development of the human resources employed, to enhance their skills and awareness;
- Encourage the development of the individual skills of each collaborator and promote the establishment of a favorable and positive corporate climate based on teamwork;
- Involve the entire company population, each according to their role, in the achievement of company objectives, the result of the achievement of individual/role objectives;
- Subject the system documentation and this Policy to periodic review in order to keep them adequate and relevant to changing company conditions

With the implementation and maintenance of the Quality Management System, L.A.P.M. S.r.l. intends to pursue the following objectives:

Promote innovation and reliability through the implementation of the best technologies available on the market and the careful choice of materials, not least by selecting PEFC, FSC, CARB certified panels or what is requested by the Customer;

Building a partnership with the Customer based on the ability to respond to his needs, sometimes anticipating them and translating them into functional logic

Operate ensuring effectiveness, efficiency and reliability, using all the necessary resources in order to guarantee compliance with the principles of diligence and correctness, as well as current regulations

Give preference to suppliers who act with a view to quality and continuous improvement and who embrace the principles declared in the L.A.P.M. code of ethics. ;

Act with a view to preventing possible problems and carrying out a careful analysis of any non-conformities produced with a view to corrective action and continuous improvement;

Involve all collaborators in the ambitious objective of pursuing continuous improvement, constantly activating information and training projects regarding the various areas

Periodically review the policy, objectives, goals, and related implementation programs and give them adequate visibility within the Company.

ENVIRONMENTAL POLICY

L.A.P.M. S.r.l. has identified the adoption of an Environmental Management System compliant with the ISO 14001 standard as an effective tool to guarantee a systematic approach to environmental management and planning, committing itself to:

- Act in compliance with applicable legislation, regulations and relevant rules, including through continuous updating of legal requirements on environmental matters and compliance with customer requirements;
- Pursue a reasonable and constant improvement of its environmental performance taking into consideration the context in which the company operates, the expectations of interested parties, direct and indirect environmental aspects, compliance obligations, associated risks and opportunities;
- Use raw materials from sustainable and certified forests according to the criteria and standards of greater effectiveness and control of sources (PEFC, FSC, CARB);
- Where possible, consider and apply, in the design of services and the purchase of goods, criteria and requirements that can guarantee environmental compatibility, from a life cycle perspective;
- Spread environmental awareness among its collaborators, suppliers and stakeholders
- Subject the system documentation and this Policy to periodic review to keep them adequate and relevant to changing company conditions.

With the implementation and maintenance of the Environmental Management System, L.A.P.M. S.r.l. intends to pursue the following objectives:

- Protect the environment, applying the best possible technologies, monitoring production processes and intervening preventively to avoid or minimize pollution and any negative impact on the environment caused by its activities, products and services;
- Contain waste production, emissions, discharges and noise generation to a minimum, acting at the source in every phase of company activity
- Promote the use of Raw Materials, auxiliary materials and finished products intended for the Customer, according to a scale of priorities which favors, where possible, the reuse, recycling and recovery of waste, as well as the use, where possible, of recycled raw materials;
- Pursue the greatest possible containment of energy consumption and natural resources through constant monitoring, control and renewal according to the most recent technologies available
- Promote training and information activities to make staff and collaborators increasingly aware of the environmental implications of the activities they carry out to reduce their impact;
- Guarantee an open dialogue with customers, interested third parties and authorities regarding everything relating to the environmental framework;
- Offer customers low environmental impact products;
- Periodically verify and communicate the results achieved, encouraging suggestions for reducing environmental impacts.

HEALTH AND SAFETY POLICY WITHIN WORKPLACE

L.A.P.M. S.r.l. has identified the adoption of an OHS Management System, compliant with the ISO 45001 standard, as an effective tool for ensuring adequate management of all aspects related to health and safety at work, committing itself to:

- Act in compliance with applicable legislation, regulations and rules, including through continuous updating of legal requirements regarding health and safety at work;
- Pursue reasonable and constant improvement of its health and safety performance taking into consideration the context in which the company operates, the expectations of interested parties, compliance obligations, associated risks and opportunities;
- Provide safe and healthy working conditions to ensure the prevention of work-related injuries and illnesses to its workers;
- Protect workers' health through health surveillance, its application and evaluation;
- Seek continuous improvement of the organization in terms of health and safety at work by planning objectives and making adequate resources and means available for their achievement, ensuring constant monitoring of processes;
- Subject the system documentation and this Policy to periodic review to keep them adequate and relevant to changing company conditions.

With the implementation and maintenance of the Management System for health and safety in the workplace, L.A.P.M. S.r.l. intends to pursue the following objectives:

- All workers are trained, informed and made aware to carry out their tasks safely, in compliance with the regulations; this commitment is pursued with all staff from the moment of hiring and above all throughout the employment relationship;
- Workers are guaranteed consultation and involvement, also thanks to their representatives, in the definition and review of processes related to health and safety in the workplace and that through this involvement the entire company structure participates, according to its responsibilities and skills, to the achievement of objectives;
- Ensure the efficiency of all machinery that has an impact on OSH
- Promote the progressive improvement of working environments through the continuous search for technological and organizational products and solutions compliant with ergonomic criteria that raise OSH standards

ENERGY POLICY

L.A.P.M. S.r.l. has identified the adoption of an Energy Management System compliant with the ISO 50001 standard as an effective tool for ensuring adequate management of its energy performance, committing itself to:

- Monitor, measure and periodically analyze your energy performance to plan objectives based on objective evidence;
- Evaluate in advance any effects on the environment and energy of new activities/products/processes;
- Increase the effectiveness and efficiency of energy processes, analyzing the results obtained in order to identify and intervene according to improvement priorities;
- Pursue a reasonable and constant improvement of its energy performance taking into consideration the context in which the company operates, the expectations of interested parties, compliance obligations, associated risks and opportunities;
- Ensure financial and human resources to achieve the set goals
- Ensure effective communication of information internally and externally to ensure the involvement of all staff, internal and external, in the continuous improvement process;
- Promote the development of an internal culture oriented towards saving and the correct use of energy, with systematic training interventions for its staff and promoting initiatives to raise awareness of internal and external staff on the topic of energy saving;
- Subject the system documentation and this Policy to periodic review, to keep them adequate and relevant to changing company conditions.

With the implementation and maintenance of the Energy Management System, L.A.P.M. S.r.l. intends to pursue the following objectives

- Reduction of waste;
- Adoption of virtuous and common sense energetic behaviors;
- Rationalization of the use of machines with the search for maximum efficiency;
- Involvement of all staff in activities for the efficient and rational use of energy, promoting awareness and participation in improvement;

POLICY FOR SOCIAL RESPONSIBILITY AND GENDER EQUALITY

L.A.P.M., in the **MANAGEMENT OF HUMAN RESOURCES**, adopts a policy aimed at ensuring compliance with some fundamental principles, connected to other internal policies, regulations and codes that have an impact on personnel, including: Code of Ethics, Company Regulations, Management Policy Quality, Workplace Health and Safety Policy, Environmental Policy and Energy Policy.

People represent the fundamental asset and the first source of success of LAPM, for this reason the management of human resources is based on a series of rigorous and essential general principles, centered on respect for the person.

In line with the requirements of the **SA8000 standard - management system for social responsibility - and Pdr 125 - management system for gender equality**, L.A.P.M supports and promotes, with its own policies, the following:

- **RESPECT FOR EACH EMPLOYEE**, fundamental to the development of a work environment inspired by the values stated in the Code of Ethics. The Company is committed, through the dissemination and promotion of the Code of Ethics, the appointment of a Single Guarantee Committee, and the establishment of a Supervisory Body, to prevent any behavior intended or intended to create an intimidating, hostile, offensive, or discriminatory climate. L.A.P.M. is committed to preventing all forms of physical, verbal, and digital abuse (harassment) in the workplace, practicing zero tolerance for all forms of violence, rejecting stereotypes and discrimination, and promoting a culture of diversity and inclusion. It also guarantees not to engage in or tolerate disciplinary practices based on corporal punishment, mental or physical coercion, or verbal abuse.
- **STAFF DEVELOPMENT**: In accordance with corporate strategies, the Organization supports the principle of equal opportunities in training, mobility, and career progression. Professional development is based on a meritocratic principle, based on a thorough assessment/mapping of staff skills by a team of appropriately trained assessors. This is achieved through an appropriate training/education process for the role, including the development of leadership skills and female leadership.
- **VALUING DIVERSITY**: The company promotes an **inclusive culture** in which different personal and cultural perspectives are respected and considered a key success factor. No discrimination may be made with specific reference to the following areas: recruitment and selection, access to training, professional development, contractual and remuneration conditions (pay equity), dismissal, and retirement. It also guarantees decent remuneration, appropriate for the role held and in accordance with the relevant Collective Bargaining Agreement. L.A.P.M. guarantees that all its employees are treated without any discrimination, exclusion, restriction, or preference based on: age, gender, sexual orientation, marital status, religion, language, ethnic origin, disability, pregnancy, maternity or paternity, personal beliefs, political opinions, union membership or activity.
- The **ENHANCEMENT OF PARENTHOOD**, through measures aimed at promoting the conciliation of family needs with work needs.

Furthermore, in accordance with the main international instruments (Universal Declaration of Human Rights, ILO and United Nations conventions):

- Absolutely avoid the use and/or support of CHILD LABOR
- Avoid with absolute rigor the use and/or support of FORCED or COMPULSORY LABOR.
- Guarantees a SAFE AND HEALTHY WORKING ENVIRONMENT and adopts effective measures to prevent potential accidents and risks.
- It guarantees FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING.
- Guarantees compliance with current laws regarding WORKING HOURS and holidays.
- Commits to using and promoting gender-neutral language.

- Commits to promoting equal gender representation at external conferences.
- Commitment to communicating the results of the Gender Equality and Social Responsibility Systems to all relevant stakeholders.

L.A.P.M. is committed to promoting continuous improvement of its personnel management practices, ensuring that its employees find a work environment conducive to their well-being and personal and professional development. This includes encouraging them to report on any issues, particularly regarding gender equality and social responsibility, to:

- **Single Guarantee Committee:** an internal body responsible for ensuring the implementation of all requirements set forth in PDR 125 and SA8000, chaired by the Gender Equality Policy Coordinator.
- **Supervisory Body:** an external body established by Legislative Decree 231/2001, specifically tasked with overseeing the implementation and compliance with the 231 Organizational Model. It is also responsible for overseeing the implementation of PDR 125 and SA8000.
- Where necessary, **the DNV certification body or SAAS accreditation body.**

Furthermore, to gather suggestions and ideas for improvement from staff, L.A.P.M. has set up **a suggestion and proposal box**, which encourages everyone's involvement while guaranteeing anonymity. Management of the suggestions and proposals collected through this participatory channel is the specific responsibility of the Gender Equality Policy Coordinator, who undertakes to bring the collected content to the attention and analysis of the CUG.

CHAIN OF CUSTODY POLICY

L.A.P.M. SRL intends, by adopting the management principles of the "FSC STD 40-004" and "PEFC ITA 1002" standards, with their respective updated and current revisions, including social, safety and health at work requirements, to undertake the utmost commitment for identifying the sources of wood for products labeled according to FSC and PEFC rules.

L.A.P.M. SRL undertakes to respect the values of FSC as defined in the document "Policy for the Association of Organizations with FSC" (FSC-POL-01-004).

The Company Policy is to avoid:

- Illegal cutting or trade and procurement of timber or other forest products;
- Violation of traditional, civil and human rights during forestry operations;
- Destruction of forests with high conservation value;
- Significant conversion of forests to plantations or non-forestry use;
- Introduction of genetically modified organisms during forestry activities;
- Violation of any ILO (International Labor Organization) Convention, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.

If it is proven impossible to identify the origin of some products, the Company undertakes to replace such materials with others whose origin is positively identified. For this reason, it is committed to maintaining and applying within the organization a system of management and use of FSC and PEFC certified materials, which has as its objective customer satisfaction through public recognition of the use of wood deriving from managed forests or plantations in an eco-sustainable way according to the principles and criteria of the chosen standards. The commitment is to carry out the necessary training for employees and interested parties, with their involvement in the improvement activity. The methods of control systems applied for the two chains of custody are detailed in the respective management "manuals".