

Integrated Policy – Year 2026

Decofilm S.p.A. operates in accordance with the BRC Agents and Brokers Standard, with the following scope: Design and management of the production of shrink and barrier films and bags for packaging, as a tool to achieve the continuous improvement of its performance and to ensure the supply of safe, legal and authentic quality products.

The quality system thus set up is aimed at achieving objectives in line with the company strategies, which are periodically updated as defined during management review.

The company ensures compliance with legislation on Food Contact Materials and Articles (MOCA) through Regulations 1935/2004 and 10/2011 and subsequent amendments.

After an initial drafting phase and the necessary running-in period, the Company deemed it appropriate, with the aim of implementing, rationalising and improving its quality system, to give the existing system a new structure in order to minimise formal and conceptual bureaucratic aspects.

The guidelines of the Food Safety Manual have been derived from this Quality Policy which, by adopting and using the methods indicated in the reference standards mentioned above, sets the following objectives:

customer satisfaction, by providing a product and a service whose characteristics meet mandatory requirements, those expressed by the customer, and those emerging from active cooperation with the customer;

the pursuit of continuous improvement of company processes through the definition and control of the characteristic parameters of the process itself, setting realistic objectives from time to time, in line with the Company's capabilities and with the needs of the markets in which it operates;

the production and development of safe, legal and authentic products through the careful selection and assessment of suppliers and raw materials, as well as through production and design processes, also in cooperation with the customer;

the qualitative growth of human resources involved in all company processes, through continuous training, continuous improvement of procedures and operating instructions, and refinement of organisational aspects;

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the proactive involvement of personnel.

For the performance of the above activities, the BRC Standard provides a valid starting tool which must be periodically renewed over time in order to develop processes in line with the fundamental criteria of the Standard itself.

With the aim of developing and achieving the set objectives, the company ensures constant control, use and improvement of documentation and pays particular attention to staff training, especially with regard to food safety, by promoting a culture of product quality and safety among its employees. All this is reflected in the quality of the finished products obtained in accordance with good hygiene practices and in line with the characteristics increasingly required by customers and set out in the BRC Standard.

Sustainability is part of the DNA of DECOFILM S.p.A.

Top Management considers the management of relations with its stakeholders (internal and external) to be of primary importance and, being aware of the significance of its activities in environmental and social terms, has decided to integrate its values and the principles of sustainability into its business strategy and day-to-day operations.

This Policy therefore summarises the commitments undertaken by Decofilm S.p.A. in terms of:

Protection of workers' health and safety

Environmental protection

Protection of human rights

Ethics

Protection of Workers' Health and Safety

The safety and health of employees and of all those working on behalf of the company are factors of primary importance for Decofilm.

A safe, healthy and well-organised working environment is an essential element in achieving occupational health and safety objectives.

Top Management undertakes to:

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provide safe and healthy working conditions to prevent accidents and occupational diseases;

take occupational health and safety into account in every activity, making it an integral part of the organisation;

operate in full compliance with applicable legislation, with the requirements agreed with stakeholders and in conformity with the voluntary standards adopted;

provide the necessary operational support in terms of resources, including training and instruction for workers, in particular for the safe use of plants and machinery, PPE and chemical products;

promote consultation and participation of personnel, including through their representatives, for the continuous improvement of occupational health and safety aspects and conditions;

define working hours and shifts that allow workers adequate rest periods and a good work–life balance.

Environmental Protection

Attention to environmental sustainability and climate change issues is essential.

To positively contribute to the objectives of the European Green Deal, Decofilm undertakes to:

manage plants and carry out processes in full compliance with applicable environmental legislation;

protect the environment and prevent pollution through the proper management of its environmental aspects;

develop products that are recyclable at the end of their life;

raise employees' awareness of the responsible use of resources and of proper segregation of the waste generated;

minimise water consumption by means of internal recirculation systems that also prevent industrial water discharges;

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raise awareness among service providers whose activities may have environmental impacts;
systematically monitor energy consumption and commit to evaluating opportunities for savings.

Protection of Human Rights

Decofilm does not tolerate any form of discrimination based on ethnicity, gender identity, sexual orientation, religion, age, physical appearance, health, disability, health condition, trade union activity, political orientation, family or marital status, citizenship, social background or any other form of discrimination contrary to the law, and rejects any behaviour that could lead to physical, sexual, psychological or verbal harassment or violence of any kind.

Decofilm also undertakes to:

offer working conditions that respect personal dignity and to create opportunities for professional growth for workers;

respect the right of all personnel to join trade unions and professional associations;

comply with the requirements laid down in the applicable National Collective Labour Agreement (CCNL) and any union agreements;

encourage reports – by personnel – of unlawful conduct or violations of the Integrated Policy and internal procedures, ensuring that no direct or indirect retaliation or discrimination is taken against anyone who has made a report in good faith;

not use child labour, forced labour or compulsory labour in the course of its business operations.

Ethics

Decofilm's activities are carried out in full compliance with applicable legislation and in accordance with principles of ethics and integrity.

At Decofilm:

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all personnel acting in the name and on behalf of the company may not request, promise, offer or receive gifts, gratuities or benefits that could lead to unlawful conduct or that could be interpreted by an impartial observer as aimed at obtaining an advantage, even if not economic, including any facilitation or assurance of the provision of services that are in any case due in the course of business activities;

all personnel, in any role or position, must take actions and behave solely on the basis of transparency, fairness and moral integrity, preventing any attempt at corruption, fraud or conflict of interest;

applicable regulations on the preparation of financial statements and all mandatory administrative/accounting documentation are complied with;

we are committed to complying with laws on the protection of competition and the market;

activities involving the laundering of proceeds from criminal activities in any form or manner are prohibited and anti-money laundering laws must be strictly observed;

we are committed to adequately protecting the personal data of employees, collaborators and customers.

This document forms the basis of Decofilm S.p.A. Top Management's commitment to achieving the objectives set out herein and to the subsequent analysis of results, in order to ensure the ongoing definition of new company objectives and continuous improvement. It is brought to the attention of all personnel working at Decofilm S.p.A., so that the objectives may be shared at all levels of the organisation.

The Policy is also shared with suppliers so that they may adopt and implement appropriate sustainability policies and actions in a perspective of responsible growth, and with all stakeholders who may request it.

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