

## QUALITY, ENVIRONMENT, SAFETY AND SOCIAL RESPONSIBILITY POLICY

Quality, style and passion "in making" are the values that inspire the Gabel Group and are at the basis of its textile manufacturing business.

Today, as in 1957, these are the principles that bear witness to the company's commitment to doing things responsibly, not only in full compliance with legislation, but with an increasing attention to people and the environment at every stage of the process, as well as its production and commercial activity, analysing every possible scenario every day in defining the best technical and economic solutions in an effective and efficient way to achieve the set goals.

To make its commitment increasingly credible and concrete, Gabel has embarked on the path of certification towards the STeP standard, a certification by the OEKO-TEX Association for the sustainability of textile production processes.

The company management has, in fact, decided to implement and maintain an integrated management system which is not certified, but compliant with the voluntary standards of UNI EN ISO 9001, UNI EN ISO 14001, OHSAS 18001 and SA8000, with OEKO-TEX requirements, national and international standards, laws and regulations, including The Universal Declaration of Human Rights and the ILO (International Labor Office).

With this integrated safety-environment management system, the Gabel Group constantly looks to monitor and implement, through the method of continuous improvement:

- the management of **production processes** to meet the growing needs of customers and at the same time guarantee the safety of its products;
- the management of **chemical products** regarding both the health and safety of workers, as well as the impact on the external environment, by selecting and favouring substances with zero or minimal environmental impact;
- the management of **environmental aspects**, by verifying compliance with current legislation and working so that all departments work seamlessly to reduce their own impact;
- the management of **health and safety** guarantees in the workplace, confirming compliance with current regulations and constantly promoting activities and initiatives for continuous improvement;
- the management of **social ethical aspects** by adopting its own Code of Ethics, verifying its communication and enhancing human capital, for a positive and inclusive company ethos, with particular attention to three kinds of relationship:
  1. managers/department or office managers and their collaborators;
  2. between employees and the company, and vice versa;
  3. among colleagues.

Gabel management identifies the main objectives of its policy:

- constant compliance with legislation through control plans and periodic internal verification

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- study and search for solutions to eliminate/reduce risks for workers, to prevent accidents, injuries and occupational illness
- ensure the consultation of workers, also through the workers' health and safety representative, on safety aspects and occupational health
- train, inform and sensitise workers to carry out their duties safely and with attention to environmental implications
- promote cooperation between the various company resources to deal with any problems quickly, effectively, efficiently and diligently that may arise during work
- Replacement of dangerous chemicals with products which are not or are the least dangerous available on the market
- Reduce company impact on the environment: optimisation of water-use processes to eliminate or reduce waste, recycle materials where possible and reduce waste, control and maintenance of plant and machinery to increase their efficiency and constantly monitor energy consumption, in order to continue the path of the reduction of energy consumption, in parallel with a drastic cut in the use of plastic material for packaging and other uses.
- Sensitisation of all staff to the issue of the circular economy, to identify ways of reusing fabric and processing waste;
- Charity activities in the area to contribute locally and nationally to the support of people and families in difficulty (Quid project, La Cicogna project with Cav. Mangiagalli from Milan);
- Participation through sponsorship in local and national cultural activities, which are aligned to our guidelines (such as TedxLakeComo, Orticolario).

These objectives are consistent with the nature and size of the company and are constantly evolving, since the management's commitment is to continuously improve both health and safety in work and in environmental and social aspects.

The Management is aware that the responsibility in the management of health and safety in places of work, environmental aspects, ethical social relations and quality of products all concern organisation: from the employer to the individual worker. Everyone, within the scope of their own competences and responsibilities, is involved. Different contributions and responsibilities converge in a single integrated company management system aimed at achieving defined and common objectives; a broad system, shared and created thanks to the collaboration of all.

This policy, which has been drawn up, signed and reviewed periodically by the company management, undertakes to apply it, including through its representatives, and to circulate it by means of a circular letter and/or notice boards, intranet site and website to workers, suppliers, customers and all interested parties.

Rovellasca, 06/03/2019 riedit 23/04/2021

Gabel Industria Tessile SpA  
(The company management)