



CORPORATE MISSION AND POLICY

Rev.08 – November 2023

Ratti S.p.A. Società Benefit is a company active in the worldwide field of luxury, producing fabrics and accessories both for men and women and for furniture through the ennoblement of a wide range of fibers.

Ratti aims to be the leader in fashion textiles through the development of a socially and environmentally responsible business model oriented to the innovation of products, processes, and services.

In carrying out its processes, the company guarantees attention to quality, social responsibility, respect for the environment, energy efficiency, the safety of its personnel and the end users of its textile products with a commitment to take account of all the requirements of applicable standards and to comply with the laws and regulations in force as they apply to its sector and its activities, as well as with voluntary commitments to specific stakeholders.

To protect its mission, Ratti S.p.A. assumed the status of "Benefit Company" (law 28/12/2015 n° 208) with a resolution of the Extraordinary Stakeholders Meeting on April 28th, 2022 effective from May 17th, 2022. The company has introduced in its corporate purpose specific aims of common benefit which it pursues and which it intends to continue to pursue.

The guiding principles of **Corporate Policy** are defined below:

- To spread a philosophy of quality, respect for the environment, energy efficiency, health and safety in the workplace, and social responsibility within and outside the organization, enhancing the use of sustainable and conscious sources and methods of production;
- Promote, also in collaboration with other entities, the development, and promotion of textile products capable of ensuring the responsible use of resources; develop an offer based on sustainable products and materials;
- Helping to spread, more generally, responsible company management with a view to reducing the environmental impact of its activities, promoting innovation and research in the textile sector, and pursuing positive effects for the entire social community;
- Promote initiatives, also through collaboration with businesses, communities, institutions, and associations, on mutual interest issues in one or more of the following areas: social, cultural, innovation, and research;
- To operate in accordance with the principles of continuous improvement of management systems, promoting the participation of and dialogue with internal and external stakeholders by managing any non-compliance and the development of the company's environmental management and its social responsibility system;
- As ZDHC contributors, pursue the objectives of eliminating the substances indicated in the MRSL - ZDHC (Manufacturing Restricted Substances Lists) from processes (both internal and external), from emissions into the atmosphere, and from water discharges.
- To pursue the objectives of eliminating any substances, that could be present on the fabric, indicated in the PRSL of Ratti;
- Develop and extend communication, information, education, and training processes to ensure efficient and effective application of the company.
- To guarantee a humanistic approach that places the individual at the center of interest as the guardian and unquestionable expert in the creation of a product of excellence;
- Promote training and growth of staff skills, committing to develop the employees' experience and increase their skills and potential;
- To improve continuously the conservation and archiving of documentation by taking advantage of new technological possibilities;



- Promote and implement confidence in the quality of its products by disseminating the meaning of ISO/IEC 17025 accreditation of its testing laboratory and developing a quality policy specific to that activity;
- Improve laboratory activities by developing procedures and operating instructions for the integrated management system aimed at ensuring the validity of the results.
- To improve environmental performance by committing to:
 - ❖ Identifying opportunities for improvement in relation to the environmental impact of the textile industry by challenging our production standards and offering an increasingly demanding market sustainable alternative solutions within our collections;
 - ❖ Continually updating the chemicals used in Ratti's production processes in the light of new regulations and especially the evolution of technological progress, with a view to continuous improvement and environmental protection;
 - ❖ Orienting company processes towards solutions offering greater environmental protection, and reductions of energy and water consumption and of the chemical substances contained in water discharges and atmospheric emissions;
 - ❖ Operating in accordance with the logic of a circular economy by limiting the use of natural resources and the production of waste in favour of the reuse/recovery of materials and through actions to prevent the production of waste;
 - ❖ Operating considering the need to protect the health of the end users of the textile products by reducing or, where possible, eliminating hazardous substances, including from our supply chain;
 - ❖ Collecting data and making available the human and technical resources needed to reach our environmental and energy efficiency targets;
 - ❖ Choosing and using equipment, resources, materials, and substances rationally, taking into account energy consumption, environmental impact, and potential health and safety risks, especially mechanical, chemical, and manual handling risks;
 - ❖ Being transparent and honest about what we produce by ensuring the traceability of raw materials and effects on the environment throughout the product life cycle;
 - ❖ Increase resilience to water risk by becoming more responsible in the use of water, creating a water management system, and establishing virtuous objectives for optimizing the use of water resources; guarantee constant monitoring as well as the improvement of wastewater quality connected, directly and indirectly, to our productions;
- To ensure the protection of the rights, health, and safety of employees by committing to:
 - ❖ Not using child labor;
 - ❖ Promoting non-obligatory voluntary work;
 - ❖ Respecting freedom of association and the right to collective bargaining;
 - ❖ Ensuring working conditions that will in no way harm the health and safety of workers;
 - ❖ Preventing industrial accidents and diseases;
 - ❖ Combating all forms of discrimination;
 - ❖ Condemning all illegal conduct, which is likely to be contrary to dignity or physical and/or moral integrity;
 - ❖ Applying fully and impartially the remuneration of employees, in accordance with current industry regulations;
- To develop and to update risk assessment criteria for health and safety at work and for the environment and emergency management procedures;

- To satisfy the needs of the client by also committing to:
 - ❖ Carrying out a "Customer satisfaction" analysis through sales department questionnaires or other methods, in order to promote a greater awareness and appreciation of Ratti's products and services;
 - ❖ Complying with customer requirements, especially in the field of chemicals (RSL - Restricted Substances List);
 - ❖ Promoting the growth of the organization, improving the sales network, and increasing market share and sales volumes;
 - ❖ Managing communication with the customer, in connection with services, new products, and customer service, with a view to improving awareness of Ratti's activities;
- To select suppliers and subcontractors based on their ability to provide goods and services in accordance with the requirements and principles set out in this policy, to monitor their performance, by verifying, where possible, the correct application of the same requirements within partner companies and establish a constructive dialogue with them to ensure sustainable business over time.

Ratti S.p.A. Benefit Company in the knowledge that the active contribution of all interested parties is essential for the achievement of its objectives, requires the agreement and participation of all its personnel.

This document, periodically reviewed, will be the constant yardstick during the periodic reviews, for assessing the results achieved and for identifying new objectives, in keeping with a corporate system aimed at continuous improvement.

Sergio Tamborini

Managing Director
Ratti S.p.A. Società Benefit

