

Capalle, 16/11/2022

## Charter of Values and Commitments for Sustainability

Filpucci, aware of market trends and the importance of sustainability values decided to take path for the implementation of this values.

This Charter of Values summarizes the values and commitments that Filpucci has defined to integrate into its policy and operations, which each department must take inspiration.

- **Values and Goals**  
Establish sustainability-oriented policies and pursue them in our business. Adopt management choices based on safeguarding capital solidity and present and prospective profitability.
- **Sustainable supply chain**  
Orient and sensitize our supply chain towards sustainability values and requirements. Keep our suppliers updated on sustainable initiatives and monitor their behaviour. Optimize material handling.
- **Traceability**  
Build a data acquisition and storage system of our production that allows to know the origin of the raw material and the worker for each production phase.
- **Material choice**  
Evaluate the inclusion of raw materials with a lower social and environmental impact. Ensure that raw materials of animal origin are obtained with respect and dignity for every living being.
- **Improvement of environmental performance**  
Ensure legal compliance and better resource management with the aim of reducing the environmental impact; with particular attention to energy and water resources. Monitor the use of chemical substances during production phases and reduce the use of toxic and harmful substances as well by aligning with MRSL ZDHC v.2.0 and the 4Sustainability® CHEM 4.0 protocol.
- **Improvement of social performance**  
Ensure legal compliance and better human resources management. Respecting the fundamental requirements on Human Rights and raising awareness in our supply chain. Improve work place health and safety
- **Reputation**  
Comply with our policy requirements and adopt behaviours in line with our commitments. Transparently communicate the result of our actions. Be always open and available for surveillance visits.