



COMPANY POLICY

of

MANIFATTURA VALCISMON S.P.A.





Through the Integrated Management System, Manifattura Valcison S.p.a., a house of brands specializing in the design, production, and marketing of technical sports clothing with a focus on the cycling (all disciplines) and mountain sports (cross-country skiing, mountaineering, etc.) sectors as well as the outdoor segment (various garments and accessories for clothing, ATECO code 14.19.1), aims to achieve the following goals:

- Customer satisfaction and continuous improvement of the company's business operations
- Protection of the health and safety of the company's workers, in accordance with ethical and moral principles
- Utmost consideration for environmental protection and conservation

Manifattura Valcison intends to satisfy its customers, continuously improve, and actively engage in protecting the environment through:

- the identification of business needs, collaborating with customers and engaging in relations characterized by efficiency and reliability;
- the analysis of business processes and customer satisfaction;
- carefully selected suppliers that meet the needs of management;
- compliance with environmental and workplace safety regulations, confirming that operations are in line with the requirements set out in the ISO 9001 and ISO 14001 management system standards;
- professional and committed personnel and working methods that ensure efficiency;
- periodic management reviews, corporate strategy, and management through performance indicators;
- actions and processes aligned with the company's goals, respecting nature and attentive to the environmental impact of operations, products, and methods;
- a commitment to continuous improvement of the system and its performance, as well as to the prevention of pollution and to compliance with applicable legal requirements;
- a framework for establishing and reviewing goals and environmental objectives; and
- raising the awareness of all those who work for Manifattura Valcison so that they are mindful of their obligations and responsibilities in protecting the environment.

For this reason, the Manifattura Valcison management is publishing and disseminating this policy document to communicate:

- to those within the organization (managers, employees, associates) the principles that every individual should embrace on a daily basis; and
- to external parties (customers, suppliers, investors, public administration, other interested parties) the manner in which the company intends to operate, in compliance with internationally recognized standards.





To this end, every part of the organization is committed to establishing working methods and procedures that can ensure immediate and direct action to guarantee internal entities' full compliance with the evolving regulations and strategic objectives relating to workplace health and safety.

By maintaining and correctly implementing the company policy, the management commits to make available adequate professional human resources, tools, and financial resources. The organization is also pursuing the following goals:

- Ensuring the safety of all employees and associates present on its premises
- Carrying out its operations in compliance with current legislation to monitor, promote, and support abstention from the use of alcohol and drugs
- Ensuring the quality of service provided through the commitment of all personnel

The management promotes the dissemination of its decisions to all personnel, ensuring that they are understood, shared, and implemented at all levels.

19/09/2022

Alessio Cremonese
Chief Executive Officer
Manifattura Valcinson Spa



