

HEALTH, SAFETY AND ENVIRONMENT POLICY OF THE GROUP

The Management of Gruppo Concorde S.p.A. makes available its human, instrumental and economic resources to achieving the Health, Safety and Environmental Protection objectives, which are an integral part of its business and a strategic commitment for all the Group's activities.

It is committed to providing safe and healthy working conditions to prevent accidents and occupational diseases and protect the environment. It is also committed to complying with Health, Safety and Environmental Laws.

The Group undertakes to comply with the voluntary ISO 45001 and ISO 14001 standards and to apply and meet their requirements.

It identifies the dangers arising from the various activities, sources and from hazardous situations, evaluating their risks and adopting appropriate prevention and protection measures in order to eliminate hazards and reduce health and safety risks; it also undertakes to analyse environmental aspects, identifying significant ones and promoting activities aimed at protecting the environment and preventing pollution.

Gruppo Concorde ensures the consultation and participation of workers in implementing and maintaining the Management System by involving workers and their representatives in the activities, spreading awareness to all personnel on the company's objectives, and developing a culture oriented towards environmental sustainability and prevention of accidents and occupational diseases.

Gruppo Concorde strongly affirms compliance with the laws in force in all countries where it has its production sites (Italy, USA, Russia, France).

The Management of Gruppo Concorde strongly rejects all forms of child labour and forced labour, adopts policies against discrimination and guarantees its workers freedom of association.

The Management of Gruppo Concorde explicitly condemns all forms of abuse and harassment in the workplace.

This Policy constitutes a framework for setting the following Health, Safety and Environment objectives at a Group level:

1. Compliance with current environmental laws and regulations; compliance with the authorisations granted to the company and the voluntary standards to which it has adhered; where possible, adopting internal measures that are stricter and more stringent than the regulations in force;
2. Prevention of dysfunctions and inefficiencies, rather than eliminating them after the fact, identifying the causes and controlling internal processes for each specific task;
3. Pursuit of continuous improvement of environmental performance and technologies by adopting control measures to reduce the residual risk of accidents in the interaction between people, machines and plants;
4. Reduction of workers' exposure to health risks arising from the manual handling of loads;
5. Adoption of measures aimed at containing and combatting the spread of pandemic viruses;
6. Implementation of technological solutions with particular attention to reducing environmental, pollution and safety risks and to creating greater efficiencies in the treatment and purification of air polluting and odorous emissions from production processes;

7. Maximisation of the recovery of raw and cooked waste and water from the production processes by reusing them within Gruppo Concorde so as to save resources and reduce waste production;
8. Effective and efficient management of energy and natural resources, expanding the use of renewable energy sources;
9. Monitoring and reduction of the carbon footprint of its activities by periodically checking Scopes 1, 2 and 3. Also, implementation of continuous improvement plans to reduce CO₂ emissions;
10. Improvement of the health, safety and environmental performance of contractors, subcontractors and suppliers by involving them in the Group's Health, Safety and Environmental Management System; and use of suppliers with a high level of reliability in terms of complying with environmental and safety legislation;
11. Promotion and development, right from the design activities, of a culture of sustainable consumption among customers, creating products that last over time and come in easily recyclable packaging;
12. Pursuit, right from the design activities, of the highest standards of healthiness and sustainability of the ceramic products to ensure that they pose no health risks to customers and increase living comfort and well-being;
13. Improvement of the management of the Group's processes in order to increase the performance of the Health, Safety and Environmental Management System of the group companies.

Gruppo Concorde disseminates and makes this document available to all its member companies, workers, suppliers of goods and services, contractors and stakeholders.

This document is subject to periodic review due to changes in the organisation, expectations and requirements of stakeholders and new or modified Group strategies.

Fiorano Modenese, 27 June 2022

Chairman of Gruppo Concorde

Dr Luca Mussini