

### THE HEALTH, SAFETY AND ENVIRONMENTAL POLICY OF THE GROUP

The Management of the Gruppo Concorde S.p.A. is committed to pursuing the improvement objectives for Safety, Health and Environmental protection, as an integral part of its business and as a strategic commitment for the entire Group activity, by making available human, instrumental and economic resources.

Gruppo Concorde is committed to providing safe and healthy working conditions to prevent accidents and occupational diseases and to respect the environment. Gruppo Concorde is also committed to operating under the laws in force in the matters of health, safety and the environment. Gruppo Concorde has chosen to comply with the voluntary ISO 45001 and ISO 14001 standards and to apply and respect their requirements.

Gruppo Concorde has identified the hazards arising from the various activities, sources and dangerous situations, assessing risks and adopting appropriate prevention and protection measures to eliminate the hazards and reduce the risks for health and safety. Gruppo Concorde is also committed to analyzing environmental aspects, identifying the significant ones and promoting activities aimed at protecting the environment, including the prevention of pollution.

Gruppo Concorde fosters the consultation and involvement of workers in the implementation and maintenance of the Management System by involving the workers and their representatives in the activities and through the dissemination and awareness of the company's objectives to all personnel to promote the development of a culture oriented towards environmental sustainability and the prevention of accidents and occupational diseases.

Gruppo Concorde strongly asserts compliance with the laws in force in all the countries in which its production sites operate (Italy, USA, Russia, France).

The Top Management of Gruppo Concorde strongly rejects all forms of exploitation of child labor, forced labor, discriminatory policies or preventing workers from joining associations.

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

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

1. To comply with the laws and regulations in force on environmental matters; to respect the authorizations granted to the company and the voluntary provisions with which it has chosen to comply; where possible, to comply with the internal regulations that are stricter and more stringent than those provided for by the regulations in force.
2. To prevent disorganizations and inefficiencies, rather than eliminating their effects later in time by identifying the causes and controlling the internal processes for each specific task.
3. To pursue the continual improvement of environmental performance and technology by adopting control measures to reduce residual risks concerning the interaction between humans, machines and systems.
4. To reduce the level of exposure of workers to health risks from manual handling of loads.
5. To maintain measures to contain and fight the spread of pandemic viruses over time.
6. To implement technological solutions with particular attention to the reduction of environmental, pollution and safety risks and to generate greater efficiency in the treatment and purification of polluting emissions into the atmosphere and of odor emissions from the productive processes.
7. To maximize the recovery of raw and fired waste and of water from the production process by reusing it within Gruppo Concorde companies to reduce the waste of resources and the production of waste.

8. To manage energy and natural resources in the best way, expanding the use of renewable energy sources
9. To monitor and reduce the carbon footprint of its activities by periodically reviewing its scope 1, 2 and 3 carbon emissions. Moreover, to implement continuous improvement plans to reduce CO<sub>2</sub> emissions
10. To increase 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 by employing suppliers with a high level of reliability in terms of respect for the environment and safety.
11. To pursue, right from the design phase, the promotion among customers of a sustainable consumption culture, through the creation of long-lasting products with easily recyclable packaging
12. To pursue, right from the design phase, the highest standards of healthiness and sustainability of the ceramic product, with the aim of ensuring the Customer the absence of health risks and a true well-being of living
13. To improve the management of shared processes at Group level to increase the performance of the Health, Safety and Environmental Management System of the member companies as a result of common synergies.

The Concorde Group is publishing this document and disseminating it to all member companies, employees, suppliers of goods and services, contractors and concerned parties.

*This document is subject to periodic review and revision due to changes on organizational level, the expectations and needs of stakeholders and new or changed Group strategies.*