
CONTENT CLAIM STANDARD (CCS) - GLOBAL RECYCLED STANDARD (GRS)

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In compliance with the laws and regulations in force, Pintex S.r.l. is committed to responsibly manage its business activities and maintain a certification management system that guarantees the product quality, the reduction of the environmental impacts and the compliance with social, health and safety requirements of workers in accordance with the GRS standard requirements.

Pintex S.r.l. shall endeavor to implement a Certification Management System according to the GRS and CCS standards, and the Management shall:

- Comply with the mandatory reference requirements and the general and specific requirements set out in the standard for the purpose of the certification;
- Provide adequate, human, technological, organizational, and financial resources to achieve policy objectives;
- Involve and provide continuous education to its employees;
- Share the Policy to all organizational levels within the company;
- Make the Policy public and disclose it to all interested parties through its own website;
- Update the Policy according to the evolution of the regulatory framework and the reference standards;
- Regularly monitor the effectiveness of the Policy and the Management System through a System Review, during which all opportunities to improve business performance are evaluated as well as the target achievement;
- Ensure commitment to continuous improvement.

Regarding the **environment**, Pintex S.r.l. undertakes to prevent pollution, guarantee the safeguarding and protection of the environment, and pursue the continuous improvement of the organization's environmental performance while minimizing the risks associated with the activities performed and the products/services provided.

Notably, the organization undertakes to:

- Appoint an individual who is responsible for the management of environmental aspects;
- Comply with the current legislation and any voluntary agreements regarding its significant environmental impacts;
- Carry out a continuous monitoring of the production process and monitor the related environmental aspects, notably water and energy consumption and waste production;
- Define targets and adopt operating procedures and/or practices to reduce water and energy consumption;
- Adopt operating procedures and/or practices to minimize waste production;
- Adopt operating instructions to prevent and manage environmental emergencies;
- Provide company personnel with adequate training on relevant environmental aspects;
- Adopt an improvement program.

The organization also undertakes to supply the necessary technical, economic, and professional resources to fully achieve the environmental Policy's objectives.

This Environmental Policy will be disseminated at all levels, and it is the duty of everyone to actively collaborate, within their spheres of responsibility, to improve the environmental management aspects.

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Regarding the **corporate social responsibility**, Pintex S.r.l. undertakes to comply with the core conventions of the International Labour Organization (ILO), national legislation and conditions provided for by national bargaining regarding:

- Freedom of association and right to collective bargaining;
- Child labour;
- Prevention of discrimination and abuse;
- Regularity and transparency in employment contracts, working time records, and payment of the earned wages;

Notably, the organization undertakes to:

- Appoint a person who is responsible for the management of corporate social responsibility aspects;
- Monitor compliance with social criteria and implement the necessary measures;
- Inform company personnel, using local language, about minimum social criteria and provide any other information related to it in accordance with the reference standard (GRS);
- Keep records of name, age, working hours and paid wages for each worker;
- Allow company personnel to appoint their own representative for Social Responsibility aspects who can discuss with Management the state of implementation of the social criteria and compliance with them;
- Record and take charge of complaints from company personnel or third parties related to organization compliance to social criteria and keep records of any corrective action taken;
- Refrain from using disciplinary measures, termination of the employment contract or other forms of discrimination against workers who provide information related to compliance with social criteria.

The organization also undertakes to supply the necessary technical, economic, and professional resources to fully achieve the Social Responsibility Policy's objectives, defined herein.

This Social Responsibility Policy will be disseminated at all levels, and it is the duty of everyone to actively collaborate, within their spheres of responsibility, to improve the Social Responsibility aspects.

The organization shall ensure that, through subsequent monitoring activities, these policies are understood and implemented and that the set objectives are pursued.

Novedrate (CO), 07/09/2023

Management
