

**QUALITY, ENVIRONMENT, HEALTH, SAFETY AND PROTECTION OF FUNDAMENTAL LABOUR
RIGHTS**

F.Ili Rossetto was founded in 1957 as a manufacturer of semi-finished wooden frames for upholsterers, later moving into the production and moulding of flexible, integral and rigid polyurethanes. Over time, facilities were expanded and new machinery and production processes were introduced. Today the company occupies an area of around 45,000 square metres, 20,000 of which are covered, and employs around 250 people. F.Ili Rossetto's customers are manufacturers of chairs, armchairs, sofas and accessories for the furniture (contract, office, community, home), medical, naval and lighting industry.

In 2021, the company underwent a corporate transformation (from a limited partnership to a limited liability company) and a major organisational change, following the appointment of a Board of Directors from outside the ownership sphere and the transfer of strategic roles under the leadership of the third generation of the Rossetto family.

Top Management analysed the strengths and weaknesses of the company, defining short, medium and long-term strategies and objectives to support organisational development along with technological and digital innovation. It identified specific indicators for measuring company performance resulting in the definition and assignment of objectives for continuous improvement.

Top Management also expressed its conviction that the application of guiding principles provides the basis for ensuring high growth rates and real competitiveness on the market, as well as a framework for setting goals for quality, the environment and occupational health and safety (OHS).

1. Respect for basic labour rights:
 - Prohibition of any form of discrimination in employment and occupation
 - Prohibition of any form of forced or compulsory labour
 - Prohibition of the use of child labour
 - Freedom of association and effective recognition of the right to collective negotiation;
2. Centrality of the worker, ensuring training and information in order to guarantee professional growth and satisfaction in a serene and stimulating environment;
3. Dissemination within the company of company objectives and relative implementation programmes, promoting the involvement of workers, awareness of their role within the organisation and their contribution to the effectiveness and improvement of the integrated management system;
4. Consultation and participation of workers and their representatives, especially on aspects relating to risk assessment, identification of measures to prevent and protect against occupational injuries and illnesses, training and all aspects required by current legislation;
5. Commitment to eliminate hazards and reduce OHS risks by providing safe and healthy working conditions to prevent occupational injuries and illnesses;
6. Constant commitment to the reduction/elimination of environmental impacts to protect the environment and prevent pollution;
7. Respect for the requirements and expectations of the customer and all stakeholders deemed relevant to the fulfilment of the company's objectives;
8. Commitment to the continuous improvement of the management system for quality, environment, health and safety at work in order to increase the performance of business processes (effectiveness and efficiency), as well as environmental and OHS performance;
9. Commitment to compliance with the applicable regulatory and legal requirements;
10. Continuous improvement of the quality of products and services offered to customers, in compliance with the applicable legal requirements;
11. Technological innovation of the product with a focus on sustainability and circularity throughout the product life cycle (from the choice of raw materials to the environmental impact of production to end-of-life management).