

QUALITY, ENVIROMENT, HEALTH, SAFETY AND PROTECTION OF FUNDAMENTAL LABOUR RIGHTS

F.lli Rossetto was established in 1957 as a manufacturer of raw wooden frames for furniture upholsteries and subsequently evolved to produce cold-moulded flexible, integral and rigid polyurethane foams. Over the years the Company expanded its facilities and introduced new machinery and production processes. At present, it occupies an area of about 45,000 square metres of which 20,000 are covered, and employs around 250 people. F.lli Rossetto's Customer base is represented by manufacturers of chairs, armchairs, sofas and furnishing accessories in the furniture industry (contract, office, community, home), as well as the medical, naval and lighting ones.

In 2021 the Company underwent a corporate form change, i.e.: from a Limited Partnership to a Limited Liability Company, as well as a major organisational one following the appointment of a Board of Directors composed of Non-Family members and the transfer of strategic roles under the leadership of the third generation of the Rossetto family.

The Top Management has analysed the strengths and weaknesses of the Company and has defined strategies and objectives in the short, medium and long term in order to support its organisational evolution as well as its technological and digital innovation. In addition, it has identified specific indicators for the measurement and assessment of the Company's performance so as to define and consequently assign continuous improvement targets.

Lastly, the Top Management has also expressed the firm belief that the application of the following principles is at the basis of high growth rates and real competitiveness on the market, as well as being the reference framework within which quality, health and safety, and environment (HSE) objectives are set:

1. Respect of fundamental 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 acknowledgment of the right to collective bargaining;
2. Centrality of workers and of their training and update programmes in order to guarantee their professional growth and gratification in a serene and stimulating environment;
3. Dissemination of the Company's objectives and all related implementation programmes within the Company itself, with the aim of promoting the involvement of the workers and their awareness of both their roles in the organisation and their contribution to the effectiveness and improvement of the integrated management system performance;
4. Consultation and participation of workers and their representatives, particularly on those aspects relating to risk assessment, to identifying prevention and protection measures against occupational injuries and illnesses, to training and to all aspects required by current legislation;
5. Commitment to eliminate hazards and reduce HSE risks by providing safe and healthy working conditions in order to prevent potential occupational injuries and diseases;
6. Constant commitment to the reduction / elimination of negative environmental impacts aimed at environment protection and pollution prevention;
7. Compliance with the requirements and expectations of Customers and of Stake Holder deemed relevant to the fulfilment of company objectives;
8. Commitment to the continuous improvement of quality, environment and health and safety management systems in order to enhance the performance of company processes (effectiveness and efficiency), as well as both environmental and HSE related performances;
9. Commitment to compliance with the applicable regulatory and legal requirements;
10. Continuous improvement of the quality level of products and services offered to Customers, in compliance with the applicable legal requirements;
11. Technological innovation of the product with particular focus on its sustainability and circularity throughout its life cycle (from choice of raw materials, to environmental impact of production up to end-of-life management of the product).