

POLICY TOWARDS THE SUSTAINABILITY, ENERGY HEALTH & SAFETY AND ETHICS

Media Profili Srl is fully aware of that a responsible economic strategy, focused on the environment, energy, safety and ethics issues arising from its own activities, is essential for its own success and that of its Customers.

MEDIA PROFILI SRL believes that the continuous improvement of its environmental, energy, health and safety performance is the means to reach significant commercial and economic benefits.

SUSTAINABILITY & ENERGY

MEDIA PROFILI SRL, through specific commitments, takes on responsibility for:

- to pursue policy of continuous improvement of its environmental and energy performance, by minimizing and managing, where technically possible and economically sustainable, any negative impact of its own activities onto the environment and the context in which it operates. In particular, through the reuse of resources, an efficient waste management and a general approach that encourages to turn to reusable materials;
- to prevent pollution, through the use of the best technological solutions for its own plants;
- to fully meet its legislative compliance obligations and the implementation of voluntary requirements such as GHG protocols, to pursue the reduction of Media Profiles' Carbon Footprint;
- to consider, promote and achieve energy efficiency by pursuing the improvement of its performance, promoting the acquisition of energy efficient products and services, through the development and use of more sustainable technologies and practices, considering energy efficiency:
 - a key factor in the design of new, modified and renewed plants, equipment, systems and processes.
 - a fundamental criterion when purchasing products, equipment and services.

In the implementation of its own energy goals, MEDIA PROFILI SRL promotes:

- training of all workers about its energy performances and the measures planned and implemented to prevent waste of energy;
- making all workers sensitive and aware towards the implementation of actions aiming at reducing energy consumption both at their workplace and in their private lives;
- implementing the continuous monitoring of consumptions, in order to ensure the correct use of all energy resources used by the company;
- searching for solutions that allow energy saving and production of energy from renewable resources, so limiting the use of fossil fuels.

HEALTH & SAFETY

MEDIA PROFILI SRL is committed to reduce the risks for health & safety of its own workers, and in particular:

- to prevent and reduce accidents and the occurrence of occupational diseases;
- to ensure that workplaces are suitable, safe and ergonomic places where to carry out working activities;
- to protect the health of workers through continuous health monitoring and continuous training;
- to promote towards workers the awareness of an appropriate behavior for the protection of their health and safety.

ETHICS

Media Profili Srl is also committed:

- To respect the freedom and the dignity of workers.
- To respect the right to join unions and make collective contracts.
- To reject the use of child labour and underage labour.
- To reject the use of forced or compulsory labour.
- To respect the right to equal opportunities about employment, pay and working hours, regardless of gender, religion, nationality, age, origins, or any other aspect which could lead to discrimination, to protect diversity.
- To protect motherhood, fatherhood and disadvantaged people.

MEDIA PROFILI SRL contrasts with the greatest effort any abuse and harassment, by promoting a proper work for all women and men, in conditions of freedom, equity, safety and human dignity. Abuse and harassment are a form of violation of the dignity of a person, because they threaten his/her physical and mental integrity and moral personality.

MEDIA PROFILI SRL protects the rights of children, rejecting the use of child labor in its own organization and among its own suppliers.

SOCIAL RESPONSIBILITY

MEDIA PROFILI SRL, in order to ensure safety of workers and production efficiency, strictly prohibits to use intoxicants (alcohol, drugs, etc.) and work under their influence.

MEDIA PROFILI SRL, in the management of its own business, bases its own actions on the compliance with the laws, as the guarantee of an ethical behaviour, respectful of all parties involved, not tolerating any practice of corruption.

MEDIA PROFILI SRL encourages the development of the potentialities of its own employees through professional development paths, aimed at expressing one's own abilities.

MEDIA PROFILI SRL promotes the recruitment of young workers through collaborations with institutions, preparatory to future development of one's skills.

MEDIA PROFILI SRL expects every worker, in the execution of his/her own duties, to operate in a irreproachable and transparent way, in order to protect the image of this company and that of its own partners.

MEDIA PROFILI SRL commits:

- To promote dialogue and confrontation with all stakeholders (public authorities, citizens, associations, etc.), through a transparent management of its own activities.
- To comply with all applicable legal and voluntary requirements relevant to the issues comprised in this policy.
- To share its own policy and relevant objectives and goals within the context in which it operates, because Media Profili's Management believes in the need of divulging the subjects of this policy, firmly hoping in the diligence of the whole organization in pursuing its objectives and a continuous improvement.

Mansuè, 12/01/2026

General Manager
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