



Company Policy

Laviosa Spa is attentive and committed to the pursuit of continuous improvement of process performance, continuous improvement in terms of quality, environmental impact and health and safety protection at the workplace and customer satisfaction.

The adoption of an Integrated Management System for Quality, Environment, Health and Safety, Social Responsibility and Gender Equality is a result of this commitment and is part of the common culture of the Company and heritage of all employees of the organization.

Laviosa Spa has a long tradition in the extraction, processing and sale of bentonite and other industrial minerals; for years we have been inventing solutions for those who, in the world, produce and build for the future, transforming bentonite into ideas and products.

The Company wants to meet the growing needs of the markets by distinguishing itself from competitors and providing customized solutions for customer demands.

Teamwork in process interfaces is an essential element in the organization to achieve high quality of product and service.

Laviosa Spa wants to give a greater impulse to Research and Marketing in order to seize the new market opportunities, developing innovative products with high added value, in line with real customer needs and respecting the environment.

The company promotes the values of quality of life, respecting the environment and man, making this commitment evident through the development and application of a Social Responsibility Management System. The commitment is to ensure that all activities are carried out in compliance with the requirements of the relevant national laws and regulations applicable to the Company's business sectors, as well as the provisions contained in international official documents and their interpretations (ILO standards).

Below are the references of DNV, the certification body chosen by Laviosa, the SAI, the body that has developed the standard, and SAAS, the accreditation body for certification bodies under SA8000:

<i>DNV Business Assurance</i>	<i>SAI - Social Accountability International</i>	<i>SAAS - Social Accountability Accreditation Services</i>
Via Energy Park, 14 20871, Vimercate (MB) www.dnv.com/assurance	15 West 44th Street New York, NY 10036 www.sa-intl.org	15 West 44th Street, 6th Floor New York, NY 10036 www.saasaccreditation.org

Laviosa Spa is aware that the Company's growth and continuous improvement can only be achieved if all employees feel themselves as an active and integrated part of the group. For this reason, it recognizes the importance of developing the professionalism of human resources by enhancing their skills and stimulating the involvement of the entire organization, expanding the level of communication and sharing of decisions.

It is also a key priority of the Company to protect the health and safety of people, animals and the environment in every single step of the production process of feed additives in order to ensure safe products.



In order to manage, monitor and improve its performance Laviosa Spa has developed a risk assessment process by which it measures or estimates the risk and subsequently develops strategies to manage it.

The risk assessment process aims to:

- Protect the health and physical integrity of employees, contributing to improving quality of life
- Contribute to customer satisfaction
- Contribute to the maximization of business profit by minimizing costs, while respecting and preserving the environment
- Ensure peace of mind and tranquillity in management
- Ensure continuous improvement of productivity through adequate protection against risks
- Improve the image and confidence in the security of relationships and transactions with external (towards customers and suppliers) and internal partners (towards employees)
- Prevent discrimination and promoting gender equality
- Ensure consistency with the overall objectives of the Company.

Laviosa Spa has also adopted a Management System for Gender Equality, as a valid instrument to ensure equity regarding the presence and professional growth of women, Enhancing inclusive culture and the activation of processes that can develop women's empowerment.

This includes a commitment to promoting an inclusive and respectful work environment in which all employees, regardless of gender, have equal opportunities for growth and development. This gender equality policy is an integral part of the company's strategy and reflects the company's commitment to equity and inclusiveness whose main objectives are:

- *Prevention gender equity* by ensuring that all employees have equal access to resources, training and promotions, and that business decisions are not influenced by gender bias
- *Reduction of the pay gap* by implementing practices and procedures to monitor and reduce gender salary gaps within the organization
- *Prevention of discrimination* by creating a work environment free from gender-based discrimination and harassment.

The above objectives are regularly reviewed by the Gender Equality Steering Committee to assess their suitability and the need for changes or additions.

Managers are responsible for implementing and promoting this policy within their areas of expertise, but all employees are trained and encouraged to comply with this policy and contribute to an inclusive and respectful working environment.

The Policy is accessible and available to all internal and external stakeholders who wish to view it and has been developed through consultation and participation of management representatives.

This Company Policy is a reference framework for setting the objectives of continuous improvement of quality, environment, health and safety, social responsibility, and gender equality.

Livorno, March 2025, the 8th

The High Management