

# SUSTAINABILITY POLICY

## All 6

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For CA.DIS. Srl "Sustainability" means knowing how to combine economic growth with the protection of resources and the livability conditions of our planet also for future generations. The sustainability criterion supports Ca.Dis. srl in evaluating the consequences of what it does today, not limiting them to the "here and now" but extending them both in space (considering the territory, the environment and the communities) and over time (asking what we will leave to future generations).

Ca.Dis. srl undertakes to take equally into consideration the three pillars of sustainability, in the evaluation of the corporate impact: Environmental Protection

Social sustainability

Governance

Ca.Dis. srl undertakes to develop its corporate mission by engaging in continuous improvement aimed at guaranteeing the following objectives:

### a. Environmental sustainability

The concept of corporate environmental sustainability is based on "Environmental" criteria, taking into consideration the way in which the company contributes to environmental challenges and the fight against climate change.

Ca.Dis. srl in respect of the environment, undertakes to take actions aimed to:

- reduce polluting emissions
- use renewable energies
- decrease the environmental impact
- limit the consumption of water (and other planetary resources)
- carefully collect and dispose of waste by differentiating it
- adopt circular economy solutions, shifting attention to the possibility of reusing, renewing and recycling existing materials and products. Any object, once abandoned, can be transformed into a new resource, thinking from the outset in an eco-design perspective
- use of secondary raw materials (obtained from production waste and end-of-life products) to replace "traditional" raw materials
- possibility of reusing materials even after the end of the product's useful life

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### b. Social sustainability

The concept of social sustainability of Ca.Dis. srl is founded on "Social" criteria, paying attention on how to relate to the social context in which it operates. The goal is to adopt a business development model that has a positive impact on the community. Therefore, the utmost attention is paid to issues such as:

- occupational safety
- workers' rights
- equality and social justice
- the well-being and inclusion of the employees.

c. Economic sustainability

With corporate economic sustainability we refer to the criteria of "Governance", paying attention to the methods and principles with which the company is managed and to the ethics of the decisions taken, so as to produce value for the community, for the organization and for all stakeholders affected by the company's business, acting with the aim of producing profits in an ethical manner.

To achieve this goal, Ca.Dis. srl rethinks production processes and products based on these principles:

- to invest in innovation, technology, digitization and research
- adequately pay staff and suppliers
- to have a fair pricing policy
- to favor certified and local raw materials
- to contribute to the development of the local economy
- to create products and services that are useful and capable of improving the lives of consumers
- to create products that not only meet the needs of the end customer but are also able to "support" the entire supply chain (which includes the environment, suppliers and all the people who indirectly or directly come into contact with the product and with the company)
- to improve efficiency in the use of material resources and energy
- reduction of environmental impacts (in terms of production of waste/emissions/wastewater) in the production phase and at the end of a product's life
- product durability

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- To use of materials more respectful of human health
- use of bio-based materials
- preference for short supply chains of raw materials

## Sustainability report

Ca.Dis. srl undertakes to fully include all the activities, measurements and indicators referred to in this policy in a Sustainability Report.

The Company Management