The Board believes it is advantageous and cost-effective to structure the business so it can meet customer expectations. This approach will also achieve the best environmental protection and the safety of its own staff, throughout the design, production and marketing process. These implicit and explicit criteria are to be achieved through controlling the environmental impact central to the production process.

To achieve this and to comply with the requirements set out in the UNI EN ISO 9001 standard, La Sportiva commits to:

- fully understanding customers’ current and future needs, including inferred expectations;
- transforming these needs into requirements so its products satisfy customer expectations;
- investing in Research and Development to provide appropriate tools and staff for it to always be proactive in the development of new products. These are based on the study of technical sportswear evolution within the sector and material innovations;
- periodically checking the legislative compliance applicable to its own facilities by making them an integral part of its management system and by looking to apply them in an even more restrictive way, wherever possible;
striving towards total customer satisfaction by providing services and, wherever possible, looking to use all the resources available to ensure compliance with the principles of diligence, correctness and transparency.

More specifically, La Sportiva undertakes to comply with the environmental factors required by the UNI EN ISO 14001 standard, including:

- critically checking its own processes to avoid any potential environmental impact;
- awareness in the purchase and control of adhesive substances used in all phases of the production process and systematically researching more eco-friendly alternatives that maintain quality standards for the final product;
- periodically checking on-site atmospheric emissions and air quality;
- reclaiming as much waste as possible and pursuing new ways to recycle scrap from the production process in particular.

In compliance with the requirements of the ISO 45001 standard for Occupational Safety and Health Management Systems (OSHMS) for its employees in the workplace, La Sportiva commits to:

- implementing and keeping up-to-date a system that complies with the ISO 45001 requirements for an Occupational Safety and Health Management System for the workplace as well as current legislation referred to in the Legislative Decree 81/2008 and SMI;
- taking into account the objectives for accident prevention and workplace illness as primary aims of the company's policies;
- specifically considering that organisational improvement and consequently its productivity can be achieved with regulation and the continuous improvement of management and OSHMS performance;
- ensuring the appropriate management of the prevention system that covers the whole organisation, from employer to employee;
- observing and requiring that current regulations are maintained by individual employees, including operational measures for health and safety at work and the use of personal protective equipment provided for their use;
- specifically checking that the accident prevention measures for serious or very severe injury are upheld and applied by everyone with sufficient importance and attention;
- providing human resources, tools and funding required for the system to be implemented;
- carrying out information campaigns and training courses for employees so they are aware and trained to carry out their accident prevention and work organisation duties;
- engaging and consulting with employees, including through their safety representative;
- pursuing organisational improvements for accident prevention and safety;
- opposing the employment of personnel without records or other required documentation, including the employment of personnel outside the standard conditions and work/rest time. This extends to the company's sub-contractors.

In compliance with the provisions detailed in the Legislative Decree of 8 June 2001, ex 231 that states the administrative responsibility of legal entities, companies and associations even if unincorporated, La Sportiva commits to:

- systematically enforcing the principles and requirements set out in the documents within the Organisational Model of Management and Control in accordance with the Legislative Decree 231/2001 on the administrative liability of legal entities;
- making everyone who operates under and for the La Sportiva name within the confines of the Decree aware that they may incur a criminal offence punishable by sanctions against them and the company (if it has received interest or advantage as a result of the offence committed), in the event of any breach of this law;
- identifying the activities where the potential for this kind of breach may occur;
• identifying the management activities for suitable financial resources to deter the breach of the law set out in the Decree;
• emphasising that illegal behaviour is deemed contrary to the provisions of the law and the principles of the company’s code of ethics. Additionally, highlighting that La Sportiva intends to uphold both for the completion of its mission;
• requiring specific procedures to schedule training and the implementation of the company’s decisions related to the prevention of any breaches of the law;
• providing the information required by the authorised body to supervise and observe the Model;
• allowing monitoring and internal control activities, focused on the business areas most exposed to breaches of the law set out in the Decree to prevent and combat any breaches;
• emphasising that a suitable disciplinary system will be put in place (and enforced) to sanction any failure with respect to the measures indicated in the Model.

The points made above provide the frame of reference to establish and assess objectives and targets. To reach and maintain these targets, the company has set up an Integrated Management System orientated around the customer and appropriately coordinated and monitored through a series of identified objective indicators for each process. This is intended to establish continuous improvements in performance, compliance with current regulations, adherence to significant environmental aspects and health and safety standards. The policy and objectives will be reviewed annually during the reassessment based on the results of the system’s monitoring.

Employee engagement is seen as a key aspect for the achievement of the desired outcomes, since their combined knowledge and capacity as individuals combines for the advantage of the company. Appropriate instruction and training programmes will ensure all employees continue their professional improvement.

Ziano di Fiemme, on 04/03/2021

CEO