



Flos spa
*Sole shareholder - Company
under management and
coordination of Flos B&B Italia
Group spa*

Registered Office:
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Brescia, Italy

Operational Headquarters:
FLOS Outdoor
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CAP. 1.875.000 Euro i.v.
R.E.A. Brescia N. 144607
REG. AEE IT08020000000861
P.IVA/C.F./Reg.Impr. BS
00290820174

ENVIRONMENTAL AND SAFETY POLICY

Rev.02 Date: 09/04/2024

The Management considers respect for the environment, the protection of workers' health and safety and corporate values as the foundations towards which to guarantee its commitment as an assumption of responsibility for continuous improvement.

By adopting what is expressed by Flos policies and what emerged from the analysis of its context, it undertakes to translate the common principles in the performance of its activities:

Design, manufacture and supply of outdoor lighting fixtures

In this vision of integrated management of its processes and activities, the company undertakes to:

- manage and reduce the impact of its activities on the environment, considering the entire life cycle of the product,
- reduce the risks to the health and safety of the people involved by providing safe and healthy workplaces.

The process of continuous improvement of company results and performance is guided by the following principles:

1. Compliance with one's own compliance obligations, with specific reference to mandatory and voluntary regulatory obligations, including those resulting from the analysis of the expectations of all interested parties and from internal practices and procedures.
2. Systematic assessment, control, prevention and reduction of the environmental impacts and health and safety risks of each activity carried out, also in order to prevent possible emergency situations.
3. Achieving a goal of zero occupational injuries and illnesses by promoting and monitoring safe behaviors and striving to eliminate danger sources.
4. Involvement, participation and consultation of workers and their representatives.
5. Sustainability of the resources used (water, energy), through a conscious choice and careful management aimed at containing consumption and reducing its impacts (e.g. CO2 reduction).
6. Reduction of impacts related to waste management, by reducing the source where possible and in any case facilitating the reuse and recovery of materials.
7. Use of the best available, economically feasible technologies and promotion of innovative technologies possibly introduced or proposed by the Management that allow an improvement in the environmental sustainability of the product or make working conditions safer for the operators who are called to carry out interventions on the machines themselves.
8. Collaboration with the local reality, with the representative bodies, with the corporate structures and with any other external interested party, for the management of specific problems and expectations related to the context in which the organization operates.
9. Involvement and collaboration with suppliers who share the objectives of this Policy.

Specific improvement objectives are defined and periodically reviewed through the Management Review, ensuring the availability of the necessary resources.

Flos intends to constantly develop and establish a culture of sustainability, health and safety in its employees, as well as in its management and to create ever greater attention to these issues and with respect to one's role and responsibility in the Company through constant training activities and awareness.

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Adequate human and financial resources will be allocated to this objective, which must also allow for the public disclosure of this Policy as well as the achievement of the objectives necessary to apply it.

Flos undertakes to implement a verification process to ensure the maintenance of the standards and procedures envisaged over time, through the implementation of internal inspection visits and the introduction of performance monitoring indicators.

This Policy is communicated and made available to all internal and external interested parties of Ares.

This commitment also wants to be a strategic factor of competitiveness within its own sector of activity.

Thanks to these practices, the company aims to obtain a competitive advantage and actively contribute to sustainable development.

Bernareggio (MB)

Management

