

BIESSE GROUP

Sustainability Policy

Approved: Board of Directors

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1. Objective

The Policy aims to explain the key principles on which Biesse Group (the Group) bases its approach to Sustainability.

For the Group, Sustainability is not only an element of competitiveness and differentiation with respect to the competitors, but is an important principle to contribute in a healthy and constructive way to the creation of value for shareholders and investors, to the generation of good job opportunities for all employees, as well as promoting the well-being of the territories and ecosystems of which it is an integral part.

2. Scope and recipients

This Policy applies to corporate bodies, employees and collaborators who work in the name and on behalf of the Group.

In drafting and applying the policy, the interests and expectations of the Group's Stakeholders involved along the entire value chain are taken into account.

3. References

The Policy was drawn up inspired by the 2030 Agenda for Sustainable Development (containing the Sustainable Development Goals - SDGs), the Paris Agreement, the ten Principles of the UN Global Compact and in consideration of EU regulations (European Directive n.95/2014) and national (Legislative Decree 254/2016) relating to non-financial reporting, as well as the principles, rules and values contained in the Group Code of Conduct and in other company regulations and policies, aimed at guaranteeing ethics and business integrity.

4. Roles and Responsibilities

The **Board of Directors of Biesse S.p.A.** is responsible for providing periodic and transparent communication to Stakeholders, in line with the requirements of the national legislation relating to the non-financial information reporting (Legislative Decree 254/2016).

The **Risk and Control Committee of Biesse S.p.A.** has the task of supervising the issues of Sustainability related to the conduct of the business and its interaction with all Stakeholders; it also carries out an advisory and support function towards the Board of Directors on this task.

The **employees and collaborators of the Biesse Group** are required to apply the principles, rules and values contained in the Group Code of Conduct and other company regulations and policies aimed at ensuring business ethics and integrity.

5. Sustainability Principles

The Group operates in the awareness of being morally and socially responsible towards its Stakeholders, in the belief that the achievement of business objectives must be accompanied not only by compliance

with specific company values and current regulations, but also with the general duties of honesty, integrity, fair competition, fairness, transparency and good faith.

Through a process of listening and continuous discussion with its Stakeholders (so-called Stakeholder engagement), the Group undertakes to identify the expectations and interests of the same and at the same time to identify the areas in which to strengthen its commitment and those in which to confirm its sustainability approach.

The Group, through an Enterprise Risk Management process, undertakes to periodically identify and assess the risks and opportunities related to Sustainability, in line with Legislative Decree 254/2016, adopting the most appropriate management and mitigation methods.

Starting from the analysis of the 17 Sustainable Development Goals (SDGs) and the EU and national legislation, the Group has identified the macro-areas of reference, listed below, on which to base its approach to Sustainability, as part of a strategy of ethical and sustainable business management:

- Economic Sustainability
- Social Sustainability
- Environmental Sustainability

5.1 Economic Sustainability

For the Group, economic sustainability is synonymous with the creation and distribution of added value over time for shareholders and for stakeholders involved in various capacities along the value chain.

To ensure the achievement of these objectives, the Group aims at the continuous improvement of the reliability, safety and innovation of the products and services offered, through the careful selection of its suppliers, constant investment in research and development and adoption of commercial choices aimed at expansion in avant-garde sectors and strategic markets, both in Italy and abroad. The centrality and customer satisfaction, in fact, are the basis of a strategic approach that starts from the sustainable management of the supply chain and continues in all phases of the product life cycle. The Group undertakes to develop relations with all Stakeholders involved along the value chain, in line with its own principles of Sustainability.

5.2 Social Sustainability

The Group believes that people are the cornerstone of its success and that every business activity must be inspired by their protection and well-being, as well as the support and social development of the local area and community in which it operates.

For this reason, the Group undertakes to ensure safe, fair and non-discriminatory workplaces, operating within the national and international regulatory framework of reference, and taking inspiration from the Universal Declaration of Human Rights of the United Nations, the fundamental conventions of the International Labor Organization (ILO) and the OECD guidelines for corporations.

The Group recognizes the value and rights of every person and rejects any form of forced, compulsory or child labor and undertakes not to entertain relationships with suppliers who directly or indirectly exploit and use child labor.

The health and safety of its employees are fundamental conditions to commit oneself through prevention, training and continuous monitoring. All business activities are carried out in line with current regulations on health and safety at work, as well as following the dictates of the Group Code of Conduct.

Again, with a view to enhancing its resources, the Group supports specific investments both in the development and refinement of the skills of professional figures, and in the design of corporate welfare initiatives.

The Group maintains constant dialogue with trade union representatives, in order to find the best solutions to reconcile the needs of people with those of the company, guaranteeing each employee a transparent working relationship and the full protection of their rights, also promoting balance between private life and working life.

The Group, aware of the link it has with the local dimension and its desire to contribute to the well-being of present and future generations, is committed to establishing and guaranteeing an open dialogue with its Stakeholders and with local communities. To support this, social, cultural, scientific and sporting initiatives are promoted in the territories in which the Group operates, collaborating with many national and international institutions and non-profit organizations.

5.3 Environmental Sustainability

The Group is firmly convinced that taking the environment into consideration in all corporate activities is essential to contribute to the creation of a harmonious coexistence between people, technology and nature and that the commitment to sustainable development represents an important variable in its strategy.

To this end, the Group is committed to the development of strategies and initiatives aimed at favoring the containment of the environmental impacts associated with the performance of the activities undertaken.

The Group is committed to finding the most suitable solutions to ensure responsible use of resources, a reduction in energy consumption and a minimization of emissions into the atmosphere.

Greater efficiency in the use of materials within production processes translates into a reduction in costs, waste and processing waste, all for the benefit of the environment. For these reasons, the Group promotes the responsible management of materials and waste, with attention to the treatment and disposal of hazardous waste.

The Group is interested in developing strategies to improve the responsible management of water resources, while respecting this precious resource for the well-being of the community.

