

COMPANY POLICY

Pasquetti Group Srl regards **Quality, Environmental Protection, and Social Responsibility** as fundamental and integrated pillars of its management system, supporting its strategic vision and long-term sustainability goals.

In compliance with the requirements of the following standards:

- UNI EN ISO 9001:2015 + A1:2024 – Quality management systems,
- UNI EN ISO 14001:2015 + A1:2024 – Environmental management systems,
- SA 8000:2014 – Corporate social responsibility,
- GDP (Good Distribution Practices) for the pharmaceutical sector.

Pasquetti Group Srl adopts a **risk-based thinking approach, continuous improvement, and stakeholder engagement**, ensuring consistency and compliance throughout the entire value chain.

Guiding Principles of Our Integrated Policy

- **Process and service quality:** we implement an integrated system compliant with UNI EN ISO 9001:2015+A1:2024, UNI EN ISO 14001:2015+A1:2024 and SA 8000:2014, focused on process-based management, objective-driven governance, and performance measurement, ensuring compliance with regulatory and contractual requirements, customer expectations, and environmental impacts.
- **Document control and traceability:** we adopt a structured system for the management of documents, records, and traceability as required by ISO 9001:2015+A1:2024, UNI EN ISO 14001:2015+A1:2024, and GDP, including regular internal and external audits and management reviews.
- **Context and stakeholder expectations analysis:** we systematically assess the needs and expectations of relevant stakeholders (customers, suppliers, authorities, employees, communities, etc.) as required by ISO 9001, ISO 14001, and SA 8000.
- **Risk and opportunity management:** we employ structured methodologies to identify, analyze, and mitigate risks related to quality, environment, and human rights, while also seizing opportunities for sustainable growth.
- **Transport safety:** we operate in compliance with current regulations (ADR, IATA, IMDG) and promote sustainable logistics.

- Corporate culture of ethics and transparency: in line with SA 8000 principles, including the elimination of child and forced labor, protection of occupational health and safety, freedom of association, non-discrimination, respect for workers' rights and dignity, as well as fair wages and working hours.
- Engagement and training: we promote employee awareness and competence through annual training plans, as required by ISO 9001, ISO 14001, and SA 8000, fostering active participation and internal communication.
- Environmental awareness: we are committed to reducing the environmental impact of our activities through concrete actions for efficient resource management, pollution prevention, and consumption reduction, in line with the life cycle perspective of ISO 14001.
- Assessment of direct and indirect environmental aspects: carried out systematically to evaluate their significance.
- Transparent communication: we commit to regularly sharing the results and performance of the integrated management system through internal reports, public statements, and stakeholder audits, in compliance with SA 8000 and ISO 14001 requirements.
- Investment in technology and innovation: aimed at minimizing errors, inefficiencies, and operational defects, thus enhancing process reliability and sustainability.
- Supply chain and stock management optimization: ensuring operational efficiency and timely response to market demands, including through supplier network consolidation and expansion, particularly for export.
- Top Management responsibility: the Board assumes ultimate responsibility for the effectiveness of the integrated system, conducting periodic reviews, defining KPIs aligned with corporate strategy, and promoting a culture of accountability.

This Policy is subject to annual review, communicated to all stakeholders, and made publicly available to promote transparency, reliability, and sustainability of Pasquetti Group Srl's activities.