



CORPORATE INTEGRATED POLICY



Issuing body and approver: **FERLINE SA**

Recipients: **CEO/Managing Directors/General Managers of FERLINE SA and of its subsidiaries, whether they are subsidiaries, branches, branch offices or associated companies**

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PURPOSE

This Policy sets down some of the principles upon which FERLINE SA (Corporate Governance of REPI Group) is founded and the implementation guidelines thereof, to achieving its uniform application across all REPI Group's subsidiaries.

This policy has been developed by Corporate Sustainability Committee (CSC) of FERLINE SA and approved by the Board of Administration (BoA).

Once confirmed by all Managing Directors, this Policy will become effective and apply to each subsidiary and will remain in effect until expressly repealed through the follow-up process.

MAIN GOAL

The main objective of the REPI Group is to develop and propose products that satisfy the needs and requests of the market and that respond to the requirements and application characteristics requested by the Customer.

The customer is considered a partner of REPI Group, and the strategic target is to satisfy its needs following the growing demands determined by evolving markets.

Therefore, all the company's activities, whether individual or collective, daily or planned in the medium or long term, are oriented towards this objective and are conducted ensuring compliance with the mandatory requirements and regulations of the countries in which we operate.

GENERAL PRINCIPLES

This policy is based on the following general principles, grouped into 6 main topics:

QUALITY

- Commit to continuous improvement of the quality of our products, of our processes and of our services as an element of value for all.
- Cooperate with all stakeholders (customers, suppliers, employees) so that everyone can benefit from the improvement of quality performance of REPI Group.
- Plan targeted and adequate training for REPI Group people.
- Ensure that all our products, processes and services are in compliance with Sector Regulations.
- Ensure that our products follow the criteria established by standards, certification, technical reports and technical specifications requested by customer.

ENVIRONMENT

- Prevent any kind of environmental pollution (air, soil, water) adopting a risk-based thinking, ensuring zero non-compliance.
- Work on mitigation and adaptation to climate change and reduction of GHG emissions.
- Manage correctly waste adopting the best available technologies to reduce their production and to ensure the safety of all stakeholders.
- Promote sustainable use of resources (raw materials & energy sources) and a circular economy by favouring reuse and recycling actions over final disposal.
- Cooperate with all stakeholders (customers, suppliers, employees, local communities) so that everyone can benefit from the improvement of environmental performance of REPI Group.

- Improve of the individual behaviour and knowledge on the safeguard of the environment through the continuous education of the employees in relation to their job duties.
- Plan targeted and adequate training for REPI Group people.
- Share best practices and lesson learned across all subsidiaries.

1.3

HEALTH & SAFETY

- Introduce technical, organizational and "good practice" measures for risks removal or mitigation, for accident prevention and for the management of emergency situations, including but not limited to the investigation and analysis of "near miss" incidents.
- Ensure a Zero-injury workplace.
- Cooperate with all stakeholders (customers, suppliers, employees) so that everyone can benefit from the improvement of safety performance of REPI Group.
- Improve of the individual behaviour and knowledge on Health and Safety through the continuous education of the employee in relation to their job duties.
- Plan targeted and adequate training for REPI Group people.
- Share best practices and lesson learned across all subsidiaries

1.4

LABOR & HUMAN RIGHTS

- Ensure a safe and harassment-free working environment, supporting the principle of equal and fair opportunities (in areas like education, employment, career and access to resources) and counteract any form of discrimination.
- Promote annually internal social initiatives to improve team building and people engagement.
- Increases employee's engagement and satisfaction.
- Refuse any form of child or forced labour, always respecting the requirements related to the minimum working age in all the countries in which REPI Group is present.
- Cooperate with all stakeholders (customers, suppliers, employees) so that everyone can benefit from the improvement

of social performance of REPI Group.

- Improve of the individual behaviour and knowledge on the safeguard of the labor & human rights through the continuous education of the personnel in relation to their job duties.
- Plan targeted and adequate training for REPI Group people.
- Share best practices and lesson learned across all subsidiaries.

1.5

BUSINESS INTEGRITY

- Commit to maintaining the highest standards of integrity and accountability in own dealings with employees, customers, suppliers, stakeholders, and the broader community.
- Safeguard sensitive information from unauthorized access, use, disclosure, disruption, modification, or destruction.
- Cooperate with all stakeholders (customers, suppliers, employees) so that everyone can benefit from the improvement of Business integrity performance of REPI Group.
- Improve of the individual behaviour and knowledge on Business Integrity through the continuous education of the employee in relation to their job duties.
- Plan targeted and adequate training for REPI Group people.
- Share best practices and lesson learned across all subsidiaries

1.6

SUSTAINABLE PROCUREMENT

- Drive the change sharing principles with all suppliers incentivising them to adopt a Sustainable Business Model.
- Identify potential risks within the supply chain adopting a risk-based approach.
- Assess chemical regulatory compliance of all suppliers.

COMMITMENT TO INTERNATIONAL INITIATIVES

REPI Group recognizes its corporate responsibility and for this reason has decided to support these following international initiatives:

Sustainable Development Goals (SDGs)

Contribute to the achievement of the Sustainable Development Goals (SDGs) relevant to REPI Group activities, as defined by the UN Agenda 2030.

Climate Change - Fit for 55

Contribute to the objectives of the Green Deal 2030 by reducing net greenhouse gas emissions related to its activity.

Social initiatives - NGO's

Support NGOs in the areas of education, food, health, housing and cultural poverty, promoting social inclusion and supporting for families in difficulty.

Zero tolerance approach to non-compliance

Ensuring that all activities, processes and products follow all criteria defined by sector and product regulations.

SCOPE

This policy applies to the entire REPI Group and all its subsidiaries. Each subsidiary is required to follow the principles of this policy and to adapt them to the characteristics of its own reality and business.

To make this Policy more effective it is necessary to involve all internal stakeholders.

TARGETS

Targets are defined and described in the Annex I.

KEY PERFORMANCE INDICATORS (KPIs)

In order to achieve uniform data analysis across all REPI Group subsidiaries, the Company will undertake to develop a KPIs' Regulation.

Each subsidiary will be committed to collect data according to the KPIs' Regulation.

FERLINE will constantly monitor key indicators for performance evaluation of all topics.

KPI are defined and described in the Annex II.

MONITORING ACTIVITY

To monitor the effectiveness of each improvement action conducted by each subsidiary FERLINE will organize periodical meetings, specific surveys, internal and/or third-party auditing.

FOLLOW-UP PROCESS

The success of REPI Group depends on the ability to continuously improve, adapt to market situations and events, understand modified or new business requirements and translate these into new opportunities.

For this purpose, the Corporate Sustainability Committee (CSC) annually reviews the principles, the targets and KPIs described in this policy, following the results of the materiality assessment.

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