

Quality Policy

Radicifil S.p.A. in carrying out its activities considers customer and interested parties' satisfaction an indispensable duty, a continuous commitment and a constant component of its mission.

Radicifil S.p.A. Management, through this document, Intends to define and communicate to all personnel and stakeholders commitments to achieve the objective of being recognised as a reliable partner capable of regularly meeting both explicit and implicit needs and expectations; customers and other stakeholders due to the quality of the products and services offered.

Management and the entire organization's commitment are crucial for achieving these objectives:

- understand the organisation, its context and the needs of stakeholders;
- take a process approach;
- use a risk-based thinking approach, based on identifying opportunities for improvement;
- identify the most suitable solutions to meet the needs of customers;
- constantly monitor what our Customers perceive as value;
- implement, maintain and promote the continuous improvement of the Quality Management system;
- define clear and shared objectives at all business levels that allow an assessment of the effectiveness and efficiency of Business Processes and monitor them over time;
- develop new products with a focus on their life cycle and eco-design aspects;
- evaluate the aspects related to sustainability and the circular economy, both at the level of products and solutions for the market, both at the level of business processes;
- reduce the environmental impact of industrial processes and the development of activities aimed at reducing and recycling by-products also with a view to preventing and combating climate change;
- promote values to be used as guidelines in the conduct and management of daily activities:
 - customer orientation;
 - careful consideration of stakeholders' expectations, sustainability, health and safety, environment and energy aspects;
 - strict observance of the Laws;
 - orientation to the business result, seizing opportunities and synergies;
 - transparency in the relationship with all stakeholders (e.g. colleagues, shareholders, suppliers, competitors, entities and public administration, collectivity);
 - enhancing workers' skills by investing in training;
 - collaboration between company functions, focusing on problem management and solution and not on attribution of blame;
 - attention to the working environment (order and cleanliness) and safety;
 - attention and respect for the person and his or her dignity, repudiating all forms of intolerance, violence, harassment and discrimination;
 - dissemination and compliance with the contents and principles of the Organizational and Management Model pursuant to Legislative Decree 231/2001 and the Code of Ethics;;
- adopt and maintain a Quality Management System in compliance with ISO 9001:2015 helps to achieve these ambitious goals.

This Policy is made known to all workers, displayed and published for consultation by all interested parties.

This Policy is consistent with RadiciGroup's Quality, Environment, Energy, Health and Safety Policy and integrates its contents

Casnigo, 01 Luglio 2024
Business Manager

Dott. Agnoli Nicola



RADICIFIL SpA

Unità Operativa:

Via Europa, 41 - IT - 24020 CASNIGO (BG)
Tel. +39 035 736000 - Fax +39 035 736350
www.radicigroup.com
flooring@radicigroup.com

Cap. Soc. Euro 10.078.000 int. vers.
R.E.A. Bergamo n. 250701
C.F./P. IVA e Reg. Imp. n°01956990160
Sede Legale: Via Verdi, 11 - IT - 24121 BERGAMO
Società con azionista unico.

Società soggetta alla attività di direzione e coordinamento, ex art. 2497 c.c. e seguenti, di RADICIFIN S.A.P.A. di Paolo Partecipazioni S.r.l. unip. - Angelo Radici Partecipazioni S.r.l. unip. - Maurizio Radici Partecipazioni S.r.l. unip., con sede in Bergamo.

Health and Safety Policy

Radicifil S.p.A., in carrying out its activities, considers health and safety at work an indispensable duty, a continuous commitment and a constant component of its mission.

The Management Radicifil S.p.A., through this document, intends to define and communicate to all personnel and stakeholders the commitments to achieve the objective of prevention and control of accidents and occupational diseases, industrial hygiene, health and safety for the protection of workers and local communities.

Management and the entire organization's commitment are crucial for achieving these objectives:

- respect, in content and principles, the legal rules on industrial safety and hygiene applicable to activities, products and services; where possible, apply voluntarily further measures deemed necessary even in the absence of legislative obligations;
- disseminate and respect, in content and principles, the Organizational and Management Model pursuant to Legislative Decree 231/2001 and the Code of Ethics;
- understand the organisation, its context and the needs of stakeholders;
- promote any initiative to prevent, in any activity, the occurrence of accidents, major and not, that could compromise the safety of every worker and anyone present in the company;
- provide the necessary resources to ensure a Safety Management System adapted to the reality of Radicifil S.p.A.;
- promoting employee participation and consultation;
- sensitize and inform all workers and anyone who is present in the company, on the need to comply with the safety and hygiene rules applicable to the activities of Radicifil S.p.A.; train workers to intervene in abnormal and emergency conditions, in order to minimise any consequences;
- pursue continuous improvement of safety management, including by identifying the risks associated with the activities carried out and setting targets for their reduction, in accordance with development plans;
- manage products/means, use procedures that ensure the health and safety of workers;
- inform suppliers and visitors about the procedures and principles of the Safety Management System, involving them, where applicable, in their implementation;
- promote a transparent and collaborative relationship with public and private entities;
- preventing occupational diseases;
- protect workers from retaliation following reported accidents, hazards, risks and opportunities;
- pursue all agreements made on security defined in the periodic meeting (art.35 D.Lgs 81/08 and s.m.i.) and any agreement between the supervisors and Management;
- adopt and maintain a Health and Safety Management System in compliance with ISO 45001:2018 helps to achieve these ambitious goals.

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Environmental and Energy Policy

Radicifil S.p.A. in carrying out its activities considers protection and respect for the environment and the efficient use of energy an indispensable duty, a continuous commitment and a constant component of its mission.

The Management Radicifil S.p.A., through this document, intends to define and communicate to all personnel and stakeholders the commitments to achieve the objective of protecting the environment and the territory, the efficient use of energy and sustainability, for the protection of the planet, workers and local communities.

Management and the entire organization's commitment is crucial for achieving these objectives:

- comply with applicable legal requirements for the Environment and Energy;
- comply with other requirements that the organisation subscribes to regarding its environmental and energy aspects;
- analyze the organization, the context in which the Company operates and the needs of stakeholders, from a life cycle perspective;
- provide adequate resources to prevent pollution arising from its activities, reduce its impacts and improve its environmental and energy performance and those resulting from activities that it can control or have an influence over; this taking into account the best available techniques and the financial constraints imposed by good economic management, with a view to the life cycle;
- ensure the availability of the information and resources needed to achieve the objectives of improving energy and environmental performance;
- continuously monitor its energy and environmental performance and periodically define appropriate measurable improvement targets on it;
- promote environmental engagement with its Customers and Suppliers and other stakeholders also with a view to preventing and combating climate change;
- support the purchase of energy efficient products, services and projects for the improvement of energy performance;
- provide a periodic report of its environmental and energy performance also adhering to the initiatives of Corporate Social Responsibility taken at RadiciGroup level;
- disseminate and respect, in content and principles, the Organizational and Management Model pursuant to Legislative Decree 231/2001 and the Code of Ethics;
- adopt and maintain an Environmental Management System in compliance with ISO 14001:2015 and an Energy Management System in compliance with ISO 50001:2018 helps to achieve these ambitious objectives.

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