

# The RadiciGroup Policy



Crafted by a multifunctional team, this Policy serves as a governance tool that combines the goal of business continuity with the pursuit of excellence, to be achieved through continuous improvement and adherence to ESG principles.

## 01. Enhance

Looking ahead to **enhance the business, ensure continuity, and be inclusive to all stakeholders**, worldwide. This is how RadiciGroup works every day, guided by its **Code of Ethics** and its **distinctive values**: putting people at the centre of every action, teamwork, respect for laws, responsibility, and transparency.

## 02. Innovate

It is a long-term commitment to truly **sustainable social, economic, and environmental development, driven by innovation and research**, essential for designing and advancing technologies, processes, and products.

## 03. Manage

In a continuously evolving context, RadiciGroup, thanks to its **Management Systems**, seeks excellence through **synergy** among Business Areas, **continuous improvement, operational and communicative transparency, quality, performance**, and product **traceability** along the **Value Chain**.

## 04. Guarantee

Diligent compliance with regulations, especially regarding **human rights, corruption prevention, health and safety, and environmental protection**, is fundamental for every activity of the Group. To this end, RadiciGroup companies adopt **Management Systems, duly certified** by recognized certification bodies and based on a set of well-defined procedures, understood at all organization levels, and maintains a transparent and collaborative relationship with the Authorities responsible for legal controls.

## 05. Improve

In order to ensure the **quality** of its products and services, the Group has numerous tools at its disposal that enable its companies to develop **robust and reliable processes, meet Stakeholders' needs**, and foster continual improvement.

## 06. Optimize

RadiciGroup works to optimize **environmental and energy performance** through publicly declared goals, structured work plans, and accountable results, measuring the environmental footprint of the main products and services and applying, whenever possible, **ecodesign principles**.

## 07. Comply

**Health and safety** are top priorities for RadiciGroup, which not only complies with regulatory standards, but also aims to increase **prevention and control**, actively involving Workers to minimize the risk of accidents and create an increasingly safe working environment.

## 08. Include

RadiciGroup promotes a culture of **care for Workers** in every aspect of professional life. Along with initiatives for dialogue and involvement, the Group supports **inclusion** with policies where uniqueness and **diversity** are considered as enriching elements.

## 09. Train

The Group also invests in **lifelong training** to enhance the skills of Human Resources, aware of how individual contribution is fundamental for reaching overall excellence.

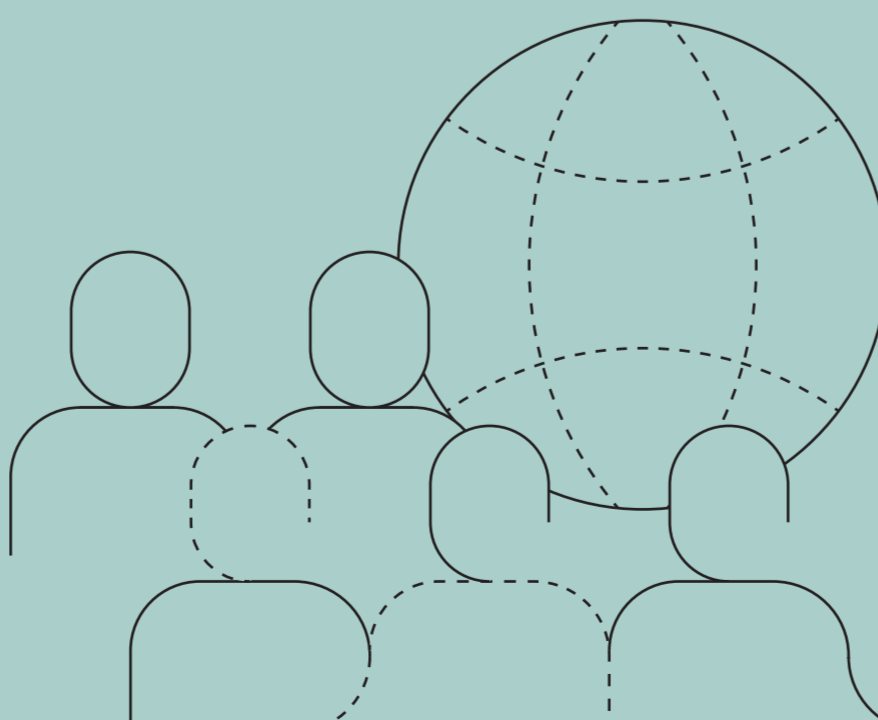
## 10. Digitize

Finally, **digitalization** represents a key element to support governance, foster synergies, optimize resources, and strengthen management systems, enhancing their solidity and resilience.

*The Vice President*  
**Maurizio Radici**

*The President*  
**Angelo Radici**

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