

ENVIRONMENTAL POLICY

Monnalisa SpA is a leading Company in the manufacture and sales of clothing for children and teenagers. The company is aware of the importance of the preservation and protection of the environment and undertakes to pursue a policy of continuous improvement of its environmental performance, by minimizing, wherever technically possible and economically sustainable, all negative impacts on the environment.

For this purpose, Monnalisa SpA proposes to implement and maintain an efficient Environmental Management System in conformity with the voluntary international norm UNI EN ISO 14001:2015. The aim of the adoption of the EMS is that of defining and implement strategies and action plans for the optimization of company processes in consideration of the environmental matrix and the preservation of natural and energy resources.

Company policy is to meet consumers' expectations and improve our environmental performances, promote ethical and responsible behaviours, in compliance with current laws and regulations. Thus, Monnalisa adopted an organizational and management model, by D. Lgs 231/2001, to prevent the commission of crimes under the Legislative Decree.

In particular, the goals that Monnalisa Spa, starting from the Management, wishes to reach are:

- Reducing environmental impacts, by controlling and limiting the atmospheric and ground emissions to a minimum, through the use of adequate technology;
- Improving the environmental efficiency by aiming at reducing the use of energy, using substances/products with non-polluting characteristics, and preserving the natural and cultural identity of the territory;
- Preventing pollution and the use of resources, to pursue the maximum "eco-efficiency".

Therefore, Monnalisa SpA commits to:

- Ensure that its activities are carried out in conformity with the laws in force and any codes of practice that have been signed;
- Ensure that the products/services and the activities do not compromise the health of the workers, the consumers, and of the population;
- Reduce or prevent the environmental impact generated by the company activities by preferring the logic of re-use, recycling of materials, and, at any rate, the correct disposal of waste;



- Evaluate in advance and minimize the environmental impact of new products, technologies, processes, and activities.
- Minimize the use of energy and water as well as the production of waste, by favouring recovery, wherever possible;
- Define environmental aims and goals, to be integrated with the operational management of the factories and the company development programs;
- Run training and awareness programs for the personnel, so that each employee understands her/his environmental responsibilities and keeps them in mind when they carry out their work duties
- Encourage the suppliers to adopt an EMS or at least to make them aware of environmental themes with the view of continuous improvement.
- Ensure that the environmental policy here illustrated and the related management system are understood, implemented, and maintained at all levels of the organization and that the system be upheld by periodic and systematic learning and training activities.
- Optimize the resources being used, by adopting the best possible techniques available and by promoting the use of reusable sources to reduce the environmental impact in terms of fewer emissions of gasses that are harmful to the environment and health.

The Management undertakes to ensure that this Policy is understood, shared, and implemented by all its employees and collaborators and, at the same time, commits to sharing it with all the stakeholders. In detail we wish to:

- Create awareness of the commitments of the Policy and in particular on the environmental aspects, and involve the company workers, the suppliers, the clients, and the citizens in the aims and goals. Motivate the workers so that, at all levels, the sense of responsibility towards the environment, and towards their health and safety and that of their co-workers is developed.
- Educate, with particular attention to the new generations, to encourage the behaviour of respect for the environment and attention to the correct use of natural resources.
- Promote the dialogue and exchanges with all the stakeholders (public authorities, citizens, associations, etc.) by keeping in mind their issues. Activating the appropriate participatory instruments and communicating transparently, the performances of company activities.

To do this efficiently, the risks and opportunities connected with environmental aspects, obligations to conform, also related to D. Lgs. 231/2001, or other factors or needs and expectations of the interested parties are identified, evaluated, and managed. In this way, the environmental performances are kept

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under control, and the possible aspects or risks that become tangible to the point of affecting the company results, and in particular, those on the environment, are avoided.

Therefore, the company requires employees, partners, and suppliers to conform to the spirit of this policy, also suggesting their ideas and suggestions to implement it, and to the Ethical Code, whose violations shall be subject to the Disciplinary System measures.

The policy is documented in digital form and it is available on the website (www.monnalisa.com) to make it available and can be consulted by all the internal and external stakeholders. The policy is monitored, enacted, and implemented; it is distributed and made available to all employees through information/training activities.

Date **20/08/2024**

Signature

Matteo Tugliani

