CORPORATE POLICY
QUALITY, FOOD SAFETY AND ENVIRONMENT

For over 50 years, Giflor Srl's ambition has been to create innovative designer packaging solutions through the production of plastic closures.

Every day, through sustainability, innovation and passion, we strive to increase the standard of our production and the creativity of our designs, combining Italian know-how and research culture, respecting all people and the environment.

Thanks to an innovative, passionate and corporate sustainability-oriented team, we create durable and ingenious closure solutions, constantly expanding our line of products in order to provide both Italy and the world with a flexible, disruptive and pioneering offer.

The key principles of our Corporate Policy are the following:

VALUES

- We believe in the local community and people, in authenticity and cultural heritage of Italian entrepreneurship.
- Thanks to our partners on the field, we intend to be a creation center for the whole supply chain, from suppliers to agents and distributors, from the brand to the final consumer.
- Our strengths consist of the distinctive Giflor style, a first-class customer agreement, a prompt market response, the attention to raw materials and eco-responsible products, the care for our human capital.
- We promote a strong ethic for quality and product safety, a high quality service, workplace safety.
- We continuously inform and motivate our employees on the general context in which Giflor operates.

PEOPLE

- We transmit the principles stated in our Code of Conduct and encourage a sense of responsibility towards all behaviors and business practices.
- We foster a corporate culture based on diversity and inclusion, and we reject any form of discrimination and exploitation.
- We value the expertise and skills of our colleagues, and we encourage their personal and professional growth.
- We invest in education and technical training to improve the team's knowledge.
- We aim to increase staff skills and awareness on health and safety for the end consumer through constant training and continuing education.

QUALITY SYSTEM

- We manage all activities and processes with a risk and opportunity assessment approach in order to optimize both the efficiency and the effectiveness of the processes.
- We ensure compliance with all applicable national and European regulations and compliance obligations.
- Thanks to high standards of personal and environmental hygiene, we ensure that all productive processes match the GMP practices (Good Manufacturing Practices).

- We aim at benefitting from the past experience and at improving the corporate processes following "Lean" production methods.
- We regularly control the effect of the markers developed and shared to activate timely improvement measures.
- We promote continuous improvement of product safety and site quality culture by involving all staff with specific awareness raising actions.

SUPPLY CHAIN

- The selection of our suppliers is based on objective parameters, such as: good or service quality and price, after-sale support, responsiveness and efficiency.
- Everyone that cooperates with us shall respect and follow our Code of Conduct.
- We follow a specific procurement process, ensuring the timely identification of suppliers and the traceability of the channels, in order to guarantee quality and legality of purchased goods and services.

SERVICE

- We continuously improve our commercial structure to effectively manage the existing market shares, and to enable an effective acquisition of new markets, both in Italy and abroad.
- We assure a professional, proactive and competent customer service to follow the clients since the very beginning, from the order confirmation to the after-sale service.
- We boost both internal and external participation by developing communication and marketing strategies that convey the company objectives and values in a coherent and cohesive manner.

HEALTH & SAFETY

GIFLOR promotes every action aimed at ensuring that all its operations and the related products derived do not present significant risks to the health and safety at work of the people employed in the company.
We are convinced that all accidents can be prevented; therefore, we implement systems, conditions, procedures, and working methods designed to avoid accidents. For prevention, protection, rescue, and emergency response, we must guarantee the safety and health of employees and third parties.
Safety responsibility extends across the entire organisation, from the Employer to each worker, according to their duties and competencies.
GIFLOR therefore intends to:

- ensure that all laws and regulations on workplace safety are applied;
- carry out periodic health surveillance of workers;
- provide our employees, and everyone who works at our plant, with the necessary operational tools and training suited to the type of work performed;
- strengthen information activities, involving all operators and making them aware of their individual obligations and of the importance of each of their actions with regard to workplace safety;
- raise awareness among contractors and suppliers, and require them to comply with the policies, laws and commitments on workplace safety adopted by the company.

ENVIRONMENT

We consider protection of the environment and nature, prevention of pollution, and compliance with environmental legislation the cornerstones to promote sustainable development. Moreover, to minimize our environmental impact, we believe that the involvement of all Giflor staff is essential.

We take into account the following aspects:

Stakeholders:

We consider as our Stakeholders our customers, end-consumers, employees, suppliers and the community in which GIFLOR operates. However, our responsibility and care also concerns the environment in general, such as: the flora; the fauna; the ecosystems, in respect of the general development of new items through eco-design research of new sustainable materials; the reduction of the environmental impact of our production at every stage of the process, including logistics.

- The company board and the entire management team assess the possible environmental impacts and implications generated by the company's processes, with the aim of promoting sustainable production models and environmental protection.
- All employees participate, through small and large daily actions, in minimizing the company's environmental impact.
- Giflor is also committed to the involvement of personnel employed by suppliers, customers, visitors, consultants and subcontractors to share Giflor's approach to the environment.

Commitment:

Giflor is committed to maintain an Environmental Management System applicable to the company's products and processes, as well as to implementing measures to pursue growth that is sustainable and environmentally friendly. To this end, we are committed to:

- To comply with the mandatory regulations applicable to environmental aspects; to developing new items through eco-design, researching new sustainable materials, and reducing the environmental impact of our production at every stage of the process, including logistics.
- To implement a constant reduction in energy consumption by implementing actions that provide for the rational use of energy.
- To properly manage and dispose offcuts, scraps and waste of all kinds, in compliance with current regulations.
- To develop packaging solutions with lower environmental impact.
- To follow and accommodate the requests of stakeholders.
- To implement an approach to continuous improvement of the environmental management system to enhance environmental performance.
- To pursue the following goals:
  - electricity consumption reduction;
  - waste reduction;
  - emissions reduction.
- Use of building techniques with a lower environmental impact.

We believe that only with the commitment of the whole team, on all levels, will we be able to achieve all the premises listed in this document.

Grumolo delle Abbadesse, May 27th 2026

Nadia Capovilla
Chairman of the Board of Directors