

COMPANY POLICY

OUR VALUES, OUR FUTURE

Care of People

We grow together supporting, celebrating, and standing by each other like a family.

Integrity

We act with honesty and consistency, living our values in every decision.

Passion and Freedom to Shape

We shape the future with passion, empowering everyone to make a difference.

Added Value to Stakeholders

We create lasting value through responsibility, impact, and shared prosperity.

Striving for Excellence

We embrace challenges with courage, always moving forward with purpose and innovation.

Quality as a Core Value.

At the SIT Group, “quality” is a foundational and essential value. Our primary objective is to identify and meet the needs and expectations of all stakeholders within our company’s orbit. Our strategies, activities, and production processes are aligned with this principle.

We aspire to be leaders in our industry, embracing change and setting ambitious goals for growth. We continually evaluate our performance against the expectations of both internal and external stakeholders. Our commitment is to compete with ourselves, consistently striving for improvement.

Safety and Health

The SIT Group recognizes the centrality of people, their health, and safety in the workplace. We actively promote and support a safety culture across all our sites. Through ongoing dialogue, targeted training sessions, and collaborative efforts, every team member contributes to enhancing health and safety conditions within our organization.

Working in a healthy and safe environment is fundamental to achieving overall sustainability, including economic viability. We prioritize the well-being of our employees and consider it an essential requirement for successful business operations.

SIT Group S.p.A.

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Costituita il 12 dicembre 2012 • Iscritta in data 3 gennaio 2013 al nr. 6659 del Registro delle Società presso il Tribunale di San Marino

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Environmental Responsibility

In addition to safety, we place strong emphasis on environmental protection. We aim to minimize our impact on the environment, considering not only our company but also our employees, the surrounding community, and natural resources. Sustainability is a core value, and we continually seek ways to reduce our ecological footprint.

Priorities:

1 Customer-Centric Approach

At the SIT Group, our unwavering commitment is to fully satisfy our customers. We recognize that they are at the heart of our business, and their expectations drive our actions. Let us delve into how we achieve this:

- **Capabilities**

The SIT Group comprises three companies and four production plants equipped with cutting-edge technologies: rotogravure, traditional flexographic, UV LED, and digital printing. This diverse capability allows us to cater to every customer request, from large-volume orders to small-scale supplies—all while maintaining the highest quality standards.

- **Beyond Products: Providing Solutions**

We don't just produce goods; we provide solutions. As responsible stewards of the products leaving our plants, we consider ourselves service providers. Our commitment extends from pre-sales assistance to post-sales support. Whether it's navigating sales processes, ensuring timely delivery, or addressing packaging-related challenges, we're here to support and lighten our customers' load.

- **Seriousness, Professionalism, Fairness, and Innovation**

Our promise to customers rests on four pillars:

- **Seriousness:** We approach our work with dedication and integrity.
- **Professionalism:** Our conduct is guided by the highest standards.
- **Fairness:** We treat our customers equitably and transparently.
- **Innovation:** We constantly seek creative solutions to enhance their experience.

- **Food Safety and Compliance**

Given our focus on the food industry, we take food safety seriously. Our commitment extends beyond product quality. We minimize risks throughout the entire production cycle, from raw material selection to delivery. Our food safety management system, based on risk analysis methods (HARA) and compliant with GMP (Good Manufacturing Practices), ensures that our products meet mandatory constraints.

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The commitment to continuously improve the product safety and quality culture and the implementation of an hygiene and food safety management system underscore our dedication to excellence, aligning with the provisions of the BRC GS Packaging standard.

2 Employee Well-Being and Safety

At the SIT Group, we recognize that our employees are our most valuable asset. Their satisfaction, professional growth, and safety are paramount. Let's delve into our approach:

- **Respect and Dignity**

We base our interactions on respect for the dignity of every individual. Professional and personal growth are encouraged, fostering an environment where everyone can thrive. We believe that involving employees in decision-making processes empowers them and contributes to our collective success.

- **Resource Allocation and Skill Development**

We meticulously define the necessary resources for our employees. Through education and training, we continuously develop their skills. Our commitment extends beyond technical expertise—we aim to nurture well-rounded professionals who contribute positively to our organization.

- **Safe and Stimulating Environment**

A safe workplace is not just a legal requirement; it's our moral duty. Every employee should feel secure and confident while performing their tasks. We create a stimulating environment that encourages creativity, collaboration, and personal fulfillment.

- **Health and Safety Management System**

To reaffirm our commitment, we've implemented a comprehensive Health and Safety Management System. Integrated with other management systems, it ensures compliance with legal provisions related to our activities, products, and services. We voluntarily adopt additional safety measures, even beyond legislative requirements.

Our initiatives include:

- Accident prevention across all activities.
- Adequate resource allocation for safety.
- Employee awareness and training.
- Emergency response preparedness.
- Continuous improvement through risk assessment and goal-setting.
- Ensuring product safety for workers and neighboring communities.
- Collaborating with suppliers, visitors, and local entities.
- Analyzing internal and external factors to assess risks and opportunities.

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- **Certification and Commitment**

Our safety management system aligns with international standards and ISO 45001. We've successfully implemented it at our Pesaro and San Marino sites, with a commitment to extend it to all our production facilities.

3 Supplier Partnerships

At the SIT Group, we uphold business ethics and maintain mutually beneficial relationships with our suppliers. Our selection process considers not only their products and services but also their alignment with our values. We believe that long-term collaboration fosters quality and enhances the value of our products. By nurturing these partnerships, we ensure a robust supply chain and sustainable growth.

4 Social and Environmental Commitment

Our respect for the environment and the communities drives our commitment to sustainable development. Sustainability is not just a goal; it is an ongoing commitment, a way of working and thinking that challenges us every day to improve, to take responsibility, and to create long-term value for all our stakeholders. We go beyond mere compliance with regulations; we actively implement policies that benefit both the environment and society. Here's how we contribute:

- **Harmonious Coexistence**

We recognize that business activities impact not only our organization but also the broader community. By considering environmental and social factors, we aim to create a harmonious coexistence between individuals, technology, and nature. Our commitment extends beyond profit margins to the well-being of all stakeholders.

- **Environmental Leadership**

The SIT Group aspires to be an environmental leader. Our ambitious objectives include:

- **Resource Conservation:** We strive to save natural resources.
- **Pollution Prevention:** Sustainable waste management and reduced emissions are priorities.
- **Chemical Control:** Strict procedures govern the use of chemicals and substances.

The commitment is reflected in the SITGroup Sustainability Report where year after year we strengthen our ability to set meaningful objectives, ones that translate into tangible improvements, from reducing our environmental impact to increasing the effectiveness of all our actions. We know this is an endless journey that requires continuous learning and adaptation. But it is also a journey that allows us to challenge ourselves, to seek new solutions, and to contribute positively to the world around us.

- **Certified Excellence**

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Our organized and systematic environmental management system, certified according to ISO 14001:2015 standards, underscores our commitment. Initially implemented at our Pesaro and San Marino sites, we are dedicated to extending this excellence to all our facilities.

5. Commitment to Funders and Future Developments

At the SIT Group, our commitment and passion extend beyond safeguarding the legitimate interests of shareholders and lenders. We are dedicated to enhancing our economic performance, with a focus on self-financing and increasing the company's overall value.

Our Journey

Originating from the vibrant reality of San Marino, the SIT Group embarked on a path that continues to shape our identity. Our vision is clear: to be the ultimate point of reference in our industry. We pursue excellence relentlessly, maintaining our unique culture and unwavering values.

As we move forward, we remain steadfast in our commitment to growth, innovation, and the well-being of all stakeholders. Our journey is fueled by passion, and we invite everyone to join us on this exciting trajectory.

Neni Rossini

Chairman of the Board of Directors

Claudio Carattoni

CEO

Signed by

Director of Industry and Plant Managers

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