

Integrated policy for quality, environment, work health and safety, corporate social responsibility.

Lotti srl is an engineering company which designs and produces footwear luxury metal accessories, as well as for leather goods and clothing for the fashion trade, offering quality assistance and the latest technology. It prides itself for its sustainability, and strives to serve those brands which pursue top-notch quality and service.

The company looks after the manufacturing process according to the client's specifications, starting from the prototype design and creation up to development and finally vast scale production. Lotti can guarantee high quality performance and its strongest point is custom-tailoring.

The experience it gained, its steady business growth and its strive for a never-ending improvement led the Lotti company to act in the most well-formed way, not only to achieve the best customer experience, but also to improve its relationship with workers and stakeholders, to work on pollution and workplace accidents prevention.

For the above reason Lotti is currently seeking an integrated management system certification regarding EHQMS (environmental, health, quality management, safety) and Social Responsibility procedures in compliance with the multiple requirements of UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, UNI ISO 45001:2018 and SA8000:2014 regulations.

Lotti management is first of all responsible for the implementation of its own policy and is committed to spread its contents to any organisational level.

The current Policy provides a reference framework to allow the company management to set targets about Safety and Health at work ("SSL"), environment, quality, as well as Corporate Social Responsibility, including:

- customer experience;
- efficiency degree of operational processes making up the Integrated Management System, its monitoring and performance enhancement;
- image growth of the corporation in the market as a key partner for fashion major brands;
- growth of company profitability;
- regulatory compliance to environmental, health and safety work issues, social responsibility and other prerequisites that the company is willing to subscribe;
- pollution prevention and adoption of measures in the effort to diminish any potential pollutant and wasteful emissions with regard to business context;
- guarantee of health and safety in the workplace in order to prevent injuries and diseases, with special attention to accident and occupational illness prevention in the chemical, galvanic and metalworking sector. This is to be done through participation and consultation of its own workers as well;

- optimisation in the use of material resources through research and use of modern technologies, limiting substances that are dangerous to the environment and to people;
- optimisation in the use of human resources, offering paths of career growth and making every effort to improve its internal environment, in order to guarantee personal wellbeing, pollution prevention, work safety and health and respect for everyone's rights.

Furthermore, the management is committed to guarantee that:

- all company's activities are carried out in compliance with regulations of SA8000:2014, as well as all national laws which are in force and relevant to its business activity area, including all official regulations according to international ILO rules.
- the company will also act according to methods and systems promoting development within a socially responsible work environment, still according to ONU Human Rights rules and to local and international laws;
- its own management system is constantly monitored and improved, so that the Corporate Social Responsibility principles are strictly followed by all suppliers involved in the supply chain;
- the management policy is available to personnel through publication on the company internet site or on the company notice board;
- an active cooperation with any supervisory body is held in order to foster any possible performance improvement;
- the company policy and procedures are transparently shared with customers, suppliers, subcontractors and subsuppliers.

The management adopted a specific procedure to deal with internal and external communication processes in order to share its Integrated Policy, and that is carried out by implementing measures so that the Company mission, vision and target achievement is spread to all people involved in the company, in any language which has proved to be needed.

This document is reviewed and approved by the management once a year at least.

Signa, 14.10.2021

La Direzione

