

Maglificio Alto Milanese srl Management, in agreement with the leadership and all the operating team, considers the constant development of organizational measures aimed at Quality, Environment, Safety and Social Responsibility management fundamental for the company management. This is the reason why Maglificio Alto Milanese has decided to actively implement an Integrated Management, Quality, Environment and Social Responsibility System compliant and certified according to the applicable UNI EN ISO 9001 and UNI EN ISO 14001 standards.

The Company has always considered Quality Management part of its strategies, to ensure both corporate competitiveness and customer satisfaction in terms of product requirements, related services, operational activities implemented for its realization.

Maglificio Alto Milanese operates in the following contexts:

- The area where it is located was the heart of the textile industry; now, unfortunately, some of the companies have gone out of business due to market needs; most of raw material suppliers are located abroad and knitters and/or dyers are out of the area.
- The market is therefore both Italian and foreign, with consequent comparisons with the relative competitors, prices and technologies.
- It operates in three different market contexts: yarn's spinners, knitted fabric's producers, dyeing factories, three types of market that can be both on-site and off-site.
- The financial-economic context is very important for the Company: credit and solidity of customers are evaluated (the Company uses Credit Insurance).
- The team must have the skills and organizational knowledge necessary to be able to support the achievement of objectives. Currently the Company has consolidated personnel with suitable skills.
- For what is concerning the environmental context, the Company has no impact on the environment as it does not have internal production; the safety system is simple as it does not have machinery. However, its approach is subsequently defined, including the issues and objectives for the reduction of environmental and social impacts.

The Company affirms its coherent desire to concretely implement, involving all collaborators in the action, initiatives aimed at achieving the following objectives:

1. Compliance with the requirements of the Company Management System for quality and maintenance of compliance and UNI EN ISO 9001:2015 certification.
2. Compliance with mandatory and voluntary regulations.
3. Satisfaction of customer requirements in terms of product and service and in terms of sustainability of the organization's processes, providing a product corresponding to its requests and expectations; reducing, eliminating (within the limits of the physiological defect) and preventing complaints, returns and disputes and therefore continuously increasing the positive image of the company, respecting delivery dates and avoiding any contractual penalties, paying great attention to quality-price ratio, to satisfy customer both financially and qualitatively.
4. Collaborators' satisfaction, offering a safe and healthy work environment, continuously improving the internal organization by defining work flows, responsibilities and authorities, sharing (and not imposing) periodic objectives with them, offering continuous training for improve their performance, but also offering them professional improvement for the future, ensuring communication and clear work instructions to allow everyone to work with peace of mind.
5. Suppliers' Satisfaction, involving them in continuous improvement, to be competitive on the market both in terms of product and technology, in projects for the implementation of sustainability issues, guaranteeing them clear purchasing information and clear control indications in line with updates to European standards.
Ensure continuity of work that can allow to plan and implement technological and qualitative improvements, improving the quality of supplies, through the selection, control and optimization of raw materials and purchased products, production processes and management, of the finished product.
6. Design and production of products of high quality, technical and innovative content with the implementation of research and development of new products.

7. Continuous monitoring of production and management processes.
8. Progressive reduction of non-conformities and immediate management of the problem that has arisen.
9. Implementation of an effective system for managing risks and opportunities, guaranteeing business growth and continuity.

The Management, with its leadership, undertakes to pursue the objectives stated here, with a continuous synergy between all the functions, acknowledging that quality is the result of a choral, gradual and daily work.

Growth and sustainability are what the Company wants to distinguish itself in, basing its strategies on the belief that ethics and profit cannot be in conflict, since there can be no long-term economic development separated from social and environmental development.

Inspired by and aligned with the Sustainable Development Goals, it is committed to contributing to the generation of positive change on a global level, assuming clear environmental and social responsibility.

Environmental Responsibility

Maglificio Alto Milanese aims to reduce the environmental impact deriving from its activity by adopting an approach oriented towards monitoring and continuous improvement.

In particular, with a view to reducing the environmental impact, Maglificio Alto Milanese wants to constantly reduce the introduction of polluting agents into the production processes, and therefore into the environment, and ensure compliance with the limits relating to the presence of chemical substances dangerous for man and environment, increasingly restrictive on the processed product delivered to customers.

In full awareness that implementation of sustainability objectives is only possible in a collaborative perspective, we constantly look for partnerships with companies that share the same values of attention to the protection of the environment, and have an orientation towards innovation.

All to achieve the following objectives:

1. comply with requirements of the Environmental Management System and maintain compliance and UNI EN ISO 14001:2015 certification;
2. prevent as much as possible any pollution that may derive from production activities;
3. implement a chemical risk management system to reduce the environmental impact deriving from the use of chemicals harmful to humans and the environment in production processes (even if external) and along the production chain, according to technical knowledge on the subject, through the implementation of the ZDHC MRSL ver. 3.0;
4. inform and train employees on the activities carried out by the company in the field of sustainability through periodic meetings;
5. periodically share the results achieved and the new improvement objectives defined with stakeholders;
6. manage waste deriving from the production process correctly and responsibly;
7. prefer, where possible, raw materials with a lower environmental and social impact, such as recycled or regenerated, certified, traceable, organic and/or connected to sustainable initiatives raw materials;
8. consider the environmental impact of its activities from the design of collection in a “sustainable perspective”, paying particular attention to the daily actions of the organization;
9. looking for production and organizational solutions and partners that guarantee greater efficiency of production processes in order to reduce and/or minimize energy and water consumption and CO2 emissions into the atmosphere;
10. research and favor solutions aimed at reducing waste production and/or increasing reuse and recycling practices;
11. concentrate our efforts on addressing the issue of risk assessment and management deriving from the use of chemical products in a systemic manner; for this reason, the Chemical Management 4sustainability® Protocol was adopted, which implements the ZDHC MRSL (www.roadmaptozero.com) with a structured method, monitors the supply chain and periodically measures the level of application in a transparent manner. In line with the objective of introducing raw materials with a lower environmental and social impact, the

company has decided to certify some articles of biological origin through the GOTS standard (Global Organic Textile Standard) and other articles with a certain percentage of recycled material through GRS (Global Recycle Standard).

Social Responsibility

In the ethical-social sphere, Maglificio Alto Milanese undertakes to respect the rights of workers according to the Universal Declaration of Human Rights and to respect the main conventions of the International Labor Organization (ILO), national legislation and the conditions set forth in the national bargaining agreement:

- Child labor
- Forced labor
- Health & Safety
- Prevention of any phenomenon of discrimination and abuse
- Regularity and transparency in employment contracts, registration of working hours, payment of wages due

The Company also undertakes to prefer collaborative relationships with partners who pursue the same social objectives in compliance with the applicable regulations and to verify, where possible, the correct application of the same within the partner companies through audits.

The Company therefore wants to disseminate all the contents of this Integrated Policy within its organization, so that it is known and prosecuted at all levels. At the same time, all the tools have been prepared for the disclosure of these purposes to external subjects with whom the Company comes into contact. Mainly customers and suppliers, as they are directly linked to the manufacturing cycle, but also associations, communities and public institutions, to raise awareness of their attention towards sustainability issues.

The Management, with its leadership, assumes responsibility for:

1. Having an active and guiding role for compliance with the requirements of the applicable mandatory and voluntary legislation and the Integrated Management System.
2. Establishing and communicating the Policy and objectives of the Integrated Management System, along with the context and strategies of the organization.
3. Defining roles, responsibilities and authorities within the organization making sure they are well understood.
4. Reviewing the Management Systems at scheduled intervals to ensure their continued adequacy and effectiveness ensuring continuous improvement.
5. Ensuring the achievement of the expected results.

The Management demands from all its collaborators, starting from the Function Managers, the maximum application towards the established objectives.

Finally, the Management:

1. Delegates one of its members as Management Representative for quality and environment, with the authority and responsibility to manage, monitor, evaluate and coordinate the company management system processes to ensure their knowledge, implementation and application by all the team, identify the need for improvement, keep the Management constantly informed of the significant problems encountered to allow the adoption of appropriate and timely measures.
2. Appoints a Quality and Environment Management Manager to manage internal audits
3. Appoints the Head of the Prevention and Protection Service in order to fulfill the duties envisaged by art. 33 of Legislative Decree 81/08

The Company Management



Busto Arsizio, 30/05/2023