

ENVIRONMENTAL RESPONSIBILITY POLICY

The undersigned Elena Crosa, Legal Representative of the company Iride Srl Unipersonale, with registered office at Via Silvio Colli, 41 – 13811 Andorno Micca (BI), declares the organization's full commitment to environmental protection, pollution prevention, and continuous improvement of environmental performance.

The company is committed to managing its activities in a responsible and sustainable manner, reducing environmental impacts, optimizing resources, and promoting process safety.

Fundamental Principles

The company undertakes to ensure and promote:

- **Compliance with environmental laws and regulations**, ensuring adherence to all national, regional, and local provisions, as well as any applicable voluntary protocols;
- **Pollution prevention**, through controlled management of production processes and reduction of waste, wastewater, and emissions;
- **Efficient use of resources**, reducing water and energy consumption and optimizing the use of materials and chemicals;
- **Safe management of waste and wastewater**, ensuring proper disposal, reuse, and recycling where possible;
- **Training and awareness of personnel**, promoting responsible and conscious behaviour regarding environmental aspects;
- **Prevention and management of environmental emergencies**, ensuring appropriate procedures and tools to minimize risks and damage;
- **Continuous improvement of environmental performance**, through constant monitoring of processes and the implementation of corrective and preventive actions.

Organizational Commitments

To ensure the effective implementation of the above principles, the company undertakes to:

- Appoint an Environmental Management Officer responsible for monitoring compliance with environmental requirements and implementing necessary measures for their maintenance and continuous improvement;
- Inform and train all personnel on the content of this Policy and relevant environmental aspects;
- Monitor consumption, waste, wastewater, emissions, and chemical use, recording data and taking corrective actions where necessary;
- Establish procedures for the prevention and management of environmental emergencies;
- Promote continuous improvement of business processes, in line with environmental objectives defined by Management.



Resources and Continuous Improvement

The company commits to providing all necessary technical, economic, and professional resources to fully achieve Environmental Responsibility objectives.

Management promotes a continuous improvement approach based on periodic verification of the effectiveness of this Policy and the active collaboration of all personnel.

SOCIAL RESPONSIBILITY POLICY

The undersigned Elena Crosa, Legal Representative of the company Iride Srl Unipersonale, with registered office at Via Silvio Colli, 41 – 13811 Andorno Micca (BI), recognizes that respect for fundamental human and social rights is an essential value for its operations and a cornerstone of its corporate culture.

The company therefore undertakes to ensure that all production and management activities are carried out in full compliance with the principles of ethics, fairness, legality, and dignity of work, in accordance with the main conventions of the International Labour Organization (ILO), national legislation, and applicable collective bargaining agreements.

Fundamental Principles

The company undertakes to ensure and promote:

- **Freedom of association and the right to collective bargaining**, ensuring workers the ability to freely organize and represent themselves;
- **Prohibition of child labour and protection of young workers**, in compliance with legal age limits and international conventions;
- **Health and safety in the workplace**, through risk prevention, ongoing training, and appropriate technical and organizational measures;
- **Equal treatment and non-discrimination**, ensuring that no worker suffers unequal treatment or abuse based on age, gender, sexual orientation, ethnicity, religion, political opinions, or personal conditions;
- **Regularity and transparency in employment relationships**, through legally compliant contracts, accurate recording of working hours, and correct and timely payment of wages.

Organizational Commitments

To ensure the effective implementation of the above principles, the company undertakes to:

- Appoint a Social Responsibility Officer responsible for monitoring compliance with social requirements and implementing necessary measures for their maintenance and continuous improvement;
- Inform and train all personnel on the content of this Policy and on minimum social requirements set by reference standards such as GOTS and/or RWS;
- Maintain updated records regarding each employee's name, age, working hours, and salary;
- Ensure internal worker representation by allowing the appointment of a worker representative for Social Responsibility matters, in ongoing dialogue with Management;

- Manage complaints transparently, recording reports from staff or third parties, implementing corrective actions, and maintaining documented evidence of the process;
- Protect whistleblowers, committing to refrain from any form of discrimination or disciplinary action against those providing information regarding compliance with social criteria.

Resources and Continuous Improvement

The company commits to providing all necessary technical, economic, and professional resources to fully achieve Social Responsibility objectives.

Management promotes a continuous improvement approach based on periodic verification of the effectiveness of this Policy and the active collaboration of all personnel.

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Timbro e Firma



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