

## ENVIRONMENTAL POLICY

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

The Company is committed to complying with all applicable environmental legislation and to reducing its environmental impact, in particular by:

- **Comply with environmental laws and regulations:** The Company ensures compliance with all applicable national, regional, and local environmental legislation, as well as any relevant voluntary protocols. It also seeks to work with partners and suppliers capable of meeting the highest ethical, environmental, and quality standards required by the market.
- **Communicate transparently with stakeholders:** The Company is committed to sharing transparently with all stakeholders the results achieved and the sustainability objectives established for continuous improvement.
- **Promote collaboration with local partners:** Wherever possible, the Company favours partnerships with local suppliers and business partners to reduce the environmental impact associated with logistics and the transportation of goods throughout the supply chain.
- **Prevent pollution and continually improve environmental performance by:**
  - **Monitoring and reducing energy and water consumption:** The Company collects data on energy and water consumption and establishes measurable objectives to reduce resource use. Whenever feasible, it is committed to increasing the use of renewable energy sources.
  - **Monitoring and properly managing wastewater:** The Company collects data on the quantity of wastewater generated by its operations and ensures that all wastewater receives appropriate treatment before being discharged into water systems, in compliance with the minimum requirements established by applicable national or local legislation or by the certification standard adopted by the Company, where more stringent.
  - **Monitoring greenhouse gas emissions:** The Company identifies sources of greenhouse gas (GHG) emissions, collects relevant emissions data, and monitors its environmental performance. It is also committed to identifying and implementing measures to reduce greenhouse gas emissions wherever reasonably practicable.

- **Monitoring and properly managing solid waste:** The Company records the quantity of waste generated, ensures that waste is disposed of in accordance with applicable national and local regulations, and seeks to reduce waste generation by promoting reuse and recycling practices wherever possible. The Company does not incinerate waste on site and does not dispose of waste in uncontrolled landfill sites.
- **Using resources efficiently:** Environmental monitoring enables the Company to identify opportunities to reduce water and energy consumption and to optimize the use of materials and chemical substances.
- **Ensure the responsible management of chemicals used in the processing of certified products:** Where chemical inputs are used in production processes, the Company collects and maintains information on their safe handling and use, ensuring that they do not pose a risk to the health and safety of workers or to the environment.
- **Identify efficient production and organizational solutions** aimed at reducing energy consumption, water consumption, and carbon dioxide (CO<sub>2</sub>) emissions.
- **Train and raise awareness among personnel:** The Company promotes responsible and environmentally conscious behavior by providing training, encouraging employee engagement, and organizing periodic meetings to foster environmental awareness, active participation, and continuous improvement.
- **Prevent and manage environmental emergencies:** The Company establishes appropriate procedures and provides adequate resources to minimize environmental risks and mitigate potential environmental damage.

## Organizational Commitments and Concrete Objectives

To ensure the effective implementation of the principles set out above, **Iride** has established a series of clear and measurable environmental objectives:

- Appointing an **Environmental Management Manager**, responsible for monitoring compliance with environmental requirements and implementing the necessary measures to maintain and continually improve environmental performance.
- Implement a **chemical risk management system** aimed at reducing the environmental impact arising from the use of hazardous substances, by following the latest available technical knowledge and applying the **ZDHC Manufacturing Restricted Substances List (MRSL)**.
- Inform and train all personnel on the contents of this Environmental Policy and on the relevant environmental aspects related to their activities.
- Monitor and manage resource consumption, waste, wastewater, emissions, and the use of chemical substances by recording relevant data and implementing corrective actions

whenever necessary, thereby ensuring compliance with the environmental requirements associated with the Company's production processes.

- Establish procedures for the prevention and management of environmental emergencies.
- Adopt advanced management tools designed to support the continuous improvement of environmental performance.
- Promote the continuous improvement of business processes in line with the environmental objectives established by Management.

## Chemical Management: Transparency and Control

To achieve the objectives outlined above **Iride** has adopted the **Ympact Chemical Management Protocol**, which enables the Company to manage chemical risks through a structured and systematic approach.

The protocol incorporates the **ZDHC Manufacturing Restricted Substances List (MRSL)**, a globally recognized standard that eliminates the use of hazardous chemical substances to both human health and the environment throughout the entire manufacturing supply chain.

In **2024**, the Company achieved **ZDHC Level 2 (Progressive)**, demonstrating its measurable commitment to progressively reducing the presence of hazardous chemicals within its industrial processes.

In addition, **Iride** complies with the **ZDHC Wastewater Guidelines**, which provide a recognized framework for the continuous monitoring and improvement of the quality of both direct and indirect wastewater generated by its manufacturing activities.

## Resource Management

During **2024**, alongside the implementation of the **Ympact Chemical Management Protocol**, the Company also adopted the **Ympact PLANET Protocol** to calculate its **carbon footprint** and **water footprint**. Based on the results obtained, environmental targets have been established for **2030** with the aim of progressively reducing the Company's environmental impact.

In addition, the Company joined the **Carbon Target Setting** program in collaboration with two of its customers and the **Apparel Impact Institute**, further strengthening its commitment to the reduction of greenhouse gas emissions.

## Energy Efficiency and Technological Innovation

To reduce its energy impact, **Iride** has implemented several targeted initiatives, including:

- Installation of an **automatic chemical dosing system** (for auxiliaries, sodium sulphate, and sodium chloride), enabling more efficient and safer use of chemicals, reducing waste, and improving process accuracy.
- Complete replacement of the lighting system with **energy-efficient LED lighting**.
- Replacement of windows and doors to improve the thermal insulation of buildings and minimize heat loss.

- Installation of a **240-kW photovoltaic system**, capable of generating approximately **290,000 kWh of electricity per year** for on-site self-consumption, thereby reducing dependence on fossil energy sources.
- Installation of a **hot water recovery system**, allowing heated process water to be reused in subsequent production stages and reducing thermal energy demand.
- Replacement of outdated boilers with new **Mingazzini steam generators equipped with economizers**, significantly reducing natural gas consumption.
- Replacement of the Company's diesel van with a fully electric vehicle.
- Modernization of the machinery fleet through the introduction of state-of-the-art technologies, including:
  - the new **Nanomix steaming machine**, which reduces steam consumption by up to **80%**;
  - a new **continuous washing system**, enabling lower water consumption and reduced use of detergents.
- Adjustment of employees' working hours to maximize the use of natural daylight and reduce electricity consumption.

## Engagement, Local Community, and Collaboration

For **Iride**, sustainability is a shared journey. For this reason, the Company continually invests in internal training and organizes regular meetings to inform and engage employees about its environmental initiatives and objectives, encouraging innovation, awareness, and individual responsibility.

To ensure maximum transparency and collaboration, Iride actively communicates its sustainability policy to customers, suppliers, local communities, and public institutions, promoting a culture of environmental and social responsibility throughout its value chain.

Since **2024**, Iride has also been a member of a **Renewable Energy Community (REC)**, collaborating with other companies and local organizations in the **Cervo Valley** to generate and share renewable energy at the local level.

## Certifications of Excellence

The following certifications demonstrate some of Iride's achievements and reflect the Company's long-standing commitment to maintaining the highest environmental and social standards:

- **GOTS (Global Organic Textile Standard)**: Since **2011**, Iride has been **GOTS certified**, ensuring that its production processes comply with stringent environmental and social criteria. This internationally recognized standard guarantees that organic textile products are manufactured throughout the entire supply chain in accordance with rigorous ethical and sustainability requirements.
- **RWS (Responsible Wool Standard)**: Since **2022**, the Company has also been certified to the **Responsible Wool Standard (RWS)**, which promotes animal welfare, responsible land management, and respect for workers' rights throughout the wool supply chain. Compliance

with the **Five Freedoms** of animal welfare is one of the fundamental principles of this certification.

## **Natural Dyeing: Uniqueness, Beauty, and Respect for the Environment**

Among Iride's core areas of expertise is **natural dyeing**, carried out using dyes derived from plant and mineral sources. This technique not only reduces environmental impact but also gives each textile product unique aesthetic characteristics, highlighting the distinctive beauty of natural colours while respecting both people and the environment.

## **Resources and Continuous Improvement**

The Company is committed to providing all the technical, financial, and professional resources necessary to ensure the full achievement of its Environmental Responsibility objectives.

Management promotes a continuous improvement approach based on regular reviews of the effectiveness of this Policy and on the active involvement and collaboration of all personnel.

**ANDORNO MICCA, 04/06/2026**

Stamp and signature

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