

The management of Scatolificio Niccoli Sas bases its development strategy on the conviction that the principles of sustainability, social responsibility and ethics are closely related to the logic of profit, since there can be no long-term economic development separated from social and environmental development.

In fact, Scatolificio believes that correct, transparent and responsible conduct increases and protects reputation, credibility and consensus over time, prerequisites for a sustainable development of the business aimed at creating and protecting value for all its stakeholders.

In line with this commitment, the company's management has adopted a strategy focused on sustainable growth over time, the enhancement of people, sensitivity to the social context and the reduction of direct and indirect environmental impacts.

The Management of the Box Factory is aware that products such as paper and cardboard packaging are used daily by millions of people and are not only appreciated for their external or functional characteristics, but also and above all for the "ethical" commitment of materials, an element that is an integral part of the value chain and is recognized by consumers. For this reason, as part of its production processes, Niccoli's Management is constantly committed to monitoring the life cycle of products from the purchase of raw materials to recycling, in order to respond promptly and responsibly to economic, environmental and social expectations. The most important environmental issue for packaging is still related to waste prevention, for which it is necessary to intervene before production and, therefore, in an area that is specific to the design of products and their packaging.

For Niccoli, producing responsible packaging means creating quality products that combine environmental protection and respect for the needs of all stakeholders, promoting the improvement of economic, social and cultural expectations.

To pursue the above objectives, the box factory has adopted an approach aimed at identifying, assessing, preventing and reducing potential direct and indirect impacts in reputational and operational terms, in accordance with the provisions of this Policy.

The main themes of this policy are: protection of human rights, diversity and inclusion, environment and climate change, fair trade and the fight against corruption. The company undertakes to involve all relevant stakeholders in adopting the principles and provisions set out in this policy, which are inspired by the 17 principles of the Global Compact issued by the United Nations.

Management rejects practices that use and/or support child labour, forced or forced labour, discrimination in all possible forms (in recruitment, remuneration, access to training, promotion, dismissal or forced retirement of staff) and those that use and/or support any form of mental, verbal or physical coercion.

The Management is personally involved in the respect and implementation of these principles, ensuring and verifying that they are made operational, kept active and made accessible to all internal staff, to suppliers who may work at SCATOLIFICIO NICCOLI SAS and to other interested external parties.

This Policy is periodically reviewed in order to continuously improve it, taking into account changes in legislation, in the requirements of its code of conduct and in any other requirements imposed by the company itself and is shared and disseminated to all staff and other Interested Parties.

The commitments undertaken by Scatolificio Niccoli sas have been broken down into measurable qualitative and quantitative targets that focus on a number of priority guidelines:

- Responsible investment and concrete actions to combat all forms of corruption, including extortion and bribery
- Energy transition with the use of renewable sources
- Reduction of environmental impacts on significant aspects of production processes
- Research and innovation to create cellulosic packaging that is increasingly environmentally friendly in terms of the life cycle of the packaging + product combination
- Use of FSC-certified® materials

- Social responsibility initiatives aimed at its staff through the guarantee of equal opportunities and the fight against any form of discrimination, in full compliance with the relevant legal and contractual regulations, ensuring that everyone can enjoy fair treatment, including remuneration, based on the applicable contractual criteria, including those of merit and competence, without discrimination of any kind and with respect for human dignity
- Compliance with collective bargaining, all mandatory rules applicable to personnel management and other non-binding requirements that may have been signed by the company;
- Prohibition of the use of child labour is obligatory
- Respect for a safe and healthy working environment for all personnel, in the full right of each individual to life and safety of his or her person, through the adoption of prevention, protection and correct management of emergencies;
- Respect for the freedom of association of persons and protection of freedom of opinion
- Integration of its management system with issues concerning environmental and social aspects by pursuing ESG certification (ESG Assessment – Environmental Social Governance)
- Contribution to the growth and support of the local community.

Scatolificio Niccoli is committed to complying with the regulations and all the mandatory requirements applicable to its company, also through the implementation of an integrated quality, environment, safety and social responsibility management system. To date, the company is UNI EN ISO 9001, FSC®, Resy and FSSC 22000 certified.

The Management of the Box Factory undertakes to monitor and communicate its performance in these areas in a transparent manner, raising awareness among its workers through the implementation of information and training programs and evaluating suppliers also according to these parameters.

The management, through periodic reviews, verifies the performance of the management system and the adequacy of this policy.


This policy is disclosed to all the company's staff and to all those who work on behalf of Scatolificio Niccoli with suitable means of communication and made known externally through publication on the company website.

This policy refers to the document of "Product Quality and Safety Policy", "FSC® Policy" and "Personal Data Protection Policy".

Date

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Signature Management



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