

CLABER SPA COMPANY POLICY

CLABER S.p.A. is an international leader in the home irrigation and gardening products sector, thanks to the quality of its products and ongoing attention to the needs of its customers.

The company's main purpose is to achieve ongoing fair economic benefit for both its shareholders and the people in the business organisation, working to:

- achieve and maintain a high level of customer satisfaction as regards the products and services provided and the expectations generated by the brand;
- maintain a safe and hygienic workplace, and working conditions that are inclusive and conducive to safeguarding human health;
- protect the environment, including by using energy resources efficiently.

In acknowledging that quality is an essential part of the design, production and distribution of its products and related services offered on the market, together with considerations regarding the environmental impact of its products and services, as well as aspects relating to occupational health and safety prevention and protection measures, Management

UNDERTAKES TO

- operate in line with the principles of the company's Code of Ethics;
- guarantee that tasks are carried out in compliance with the regulatory requirements;
- communicate and promote understanding of this policy within the organisation and make it available to suppliers, customers and supervisory authorities;
- implement an appropriate programme of planning, decision-making, operational, monitoring and critical-review tasks, including via context analysis, relating to relevant business organisation processes, establishing and putting into a practice an integrated management system for: product quality, worker safety and environmental protection, with a product life cycle perspective designed to minimise the impacts causing climate change;
- maintain and improve this management system in compliance with the requirements of the interested parties, promised performance levels and requirements of standards ISO9001, ISO14001 and ISO45001.

To this end, the following goals are pursued by Management and the people in the business organisation:

- ensure customers are satisfied with the extent of our product range, product innovation and product performance, as well as with the consulting, sales and support services offered in line with, if not exceeding, customer expectations;
- assign suitable resources (human, technical, technological and organisational) to meet the set objectives;
- ensure competent, conscientious staff are trained in, involved in, participate in and are jointly responsible for taking consistent action both as individuals and as a team, and within their own areas of responsibility, to support the collective commitment of Management and all other people within the business organisation to the issues of quality, safety and the environment;
- minimise or, where possible, eliminate occupational-health and environmental risks at the company, adopting risk-based thinking;
- define the suppliers of goods and services according to the principles of this policy, inviting them to behave in accordance with it;
- monitor the context in which the company operates and guarantee that the effectiveness of company operating processes and their interactions are evaluated and improved systematically on a constant basis, regularly setting and achieving specific objectives so as to continuously improve.

This policy is checked and updated regularly by Management to ensure it remains valid and aligns with the needs of the interested parties.

Fiume Veneto, 23 March 2024

CEO
Alessandro Mezzalira