

To ensure customer satisfaction, occupational safety and health, sustainability, as well as to protect clients' data¹ and reduce environmental pollution and energy consumption, SILC management has prepared an effective integrated management system² applied to the plant and external warehouse based in Trescore Cremasco for the following activities:

- **Design, research and development, production and sales of diapers, sanitary pads, incontinence products, wipes, face, skin and, hair cleansers and emulsions, medical and surgical devices, disinfectants and antibacterial products. Home delivery of incontinence products and after-sales assistance.**

SILC shares its mission, which is available on www.silc.it, with the parties involved:

TO DESIGN, PRODUCE AND SELL PRODUCTS WHICH IMPROVE THE QUALITY OF LIFE FOR FAMILIES, FROM NEWBORNS TO SENIORS, WHILE RESPECTING THE ENVIRONMENT; AND SO ALSO TO INCREASE THE VALUE OF S.I.L.C., OF THE PEOPLE WHO WORK THERE, ITS COMMERCIAL AND INDUSTRIAL PARTNERS AND THE SOCIAL CONTEXT THEY WORK IN.

This integrated management system has been designed and is constantly improved to:

1. ensure the quality of our products and services and thus customer satisfaction;
 2. protect the workers' safety;
 3. minimise environmental impact and energy consumption and prevent environmental accidents;
 4. ensure clients' data security;
 5. ensure conformity with the laws in force and the requirements of the company, clients and products;
 6. ensure continuous effectiveness and efficiency of the system;
 7. provide information about the company's energy-saving goals;
 8. pursue and re-examine system-improvement goals;
 9. promote the purchase of energy efficient products and services by improving energy efficiency
- The Management has identified the following Focus Areas:

- Organisational skills:
 - involving all managers and employees
 - strengthening the organisation's critical areas to improve System operation
 - improving and automating processes
 - investing in training activities
 - analysing the operation of the systems and production lines, monitoring and optimising efficiency
- Innovation:
 - promoting more qualified research on products and materials to allow consumers to choose those with less environmental impact
 - continuous improvement of packaging materials
 - technological adaptation
- Sales: increasing sales quality trying to preserve and increase market shares in strategic channels;
- Efficiency: focusing on the progressive optimisation of the floor area ratio of the production lines and plants;

¹Where, the term "workers" means anyone who accesses SILC facilities

²Where "Integrated management system" means a Quality, Safety, Environmental, Energy, Sustainability and Information security system

- Energy: carrying out energy diagnosis, identifying relevant energy performance indicators, identifying opportunities and reducing unit consumption by implementing an ISO 50001:2011-compliant management system;
- Sustainability: commitment to monitoring, controlling, and, whenever possible, improving our environmental, economic and social sustainability impact.

SAFETY POLICY

Goals

SILC cares about the health and safety of people and the environment and aims at preventing potentially dangerous situations.

SILC complies with the applicable regulations in force and undertakes to improve safety conditions continuously. The company believes that the safe operation of any production system depends on the overall management criteria applied.

The goal is to ensure that:

- the risk of accidents (in terms of likelihood and severity of the effect) is the minimum reasonably achievable at the current state of knowledge and technology, with the aim to progressively reduce the likelihood of accidents;
- laws, regulations, specifications, national and international standards are constantly complied with;
- the systems are designed and operating to guarantee safety and environmental protection;
- all the employees are informed and trained on the residual risks related to the activities carried out;
- the use of hazardous substances is minimised;
- substances and other manufactured products allow workers to operate safely while protecting the environment, provided that they are used, handled, stored, distributed and disposed of in compliance with the company's provisions.

Main principles

SILC's accident-prevention policy is based on the following main principles:

- the company focuses on safety, regardless of the operation carried out;
- a safe operation is the only operation allowed;
- therefore, every accident must be prevented;
- nothing of what we do is worth the safety of people or the environment;
- every supervisor is personally responsible for the safety of the operations carried out in the area of their competencies;
- each employee is responsible for adopting a responsible conduct and must report any situation they learn about and cannot solve on their own that can be potentially dangerous for people and the environment;
- each employee who complies with the instructions provided during their training on safety issues will be taken into consideration for any decision regarding their increase in salary and promotions.

SUSTAINABILITY POLICY

Silc pursues sustainability through 3 pillars:

1. Social

- Promoting the health and safety of its workers, collaborating with the territory to promote its cornerstones and involving the parties involved in its growth process
- Implementing a health and safety management system in compliance with ISO 45001:2018

2. Environmental

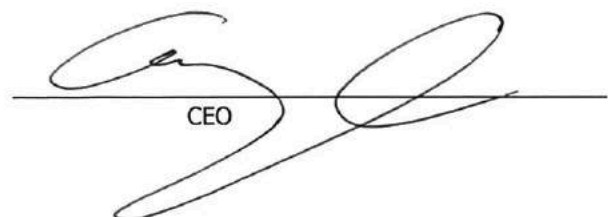
- Implementing the environmental management system (compliant with ISO 14001:2015) and an energy sustainable management system (compliant with ISO 50001:2011)
- Recording its Environmental Product Declaration EPD or Eco-Management and Audit Scheme (EMAS)
- Focusing on constantly improving energy performance
- Focusing on minimising and enhancing the value of processing scraps and finished product waste
- Supporting the choice, design, and purchase of raw materials, machines, systems, and services with low energy and environmental impact
- Ensuring the provision of information and resources in order to achieve the set goals

3. Economic

- Through a quality and safety management system for our products and processes (in compliance with ISO 9001:2015, ISO 22716:2017 and ISO 13485:2016);
Through the information security management system compliant with ISO 27001:2017 concerning the processing and protection of the following data:
 - workers who provide data for their tax declaration
 - users at home
 - clients of the outlet
 - clients who buy off the website www.incontinenzaonline.comclients who buy wipes and incontinence products
- with innovative initiatives applied to the product, raw materials and packaging to continuously improve our range of products.

This policy is applicable to all websites and people working for Silc and is available on: <https://www.silc.it/azienda/#certificazioni>.

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CEO