

SUSTAINABILITY POLICY






INTRODUCTION

Since 1937, Malvestio has been designing and manufacturing hospital and residential furniture and structures for the national and international healthcare market. From the most complex equipment such as specialised beds for intensive care units, to the simplest healthcare furnishings, the company invests its skills, commitment and passion in the search for product excellence so that healthcare workers can be assisted by increasingly safe and high-performance equipment and patients can be cared for, improving their quality of life. Malvestio's sustainability policy is the result of in-depth reflection on the founding values of operating in today's complex scenario, characterised by uncertainties, paradigm shifts and complexity. For this reason the company has decided it is important to focus on the generation of lasting value shared with all interested parties, aware that sustainability is first and foremost a modus operandi that pervades the entire company.

It is thanks to the choices made every day in the way products are designed and produced, in involving the local area in the production chain, in believing in the importance of people that Malvestio chooses to be sustainable.





A choice that sees the definition of the Care Manifesto as a first strategic pillar.

The Manifesto is a concrete commitment, the purpose that guides the company by focusing on care for People, Quality and Society.

CARE **M**ANIFESTO

our dream is Caring

Malvestio's awareness of the importance of sustainability does not end at the company's internal perimeter. Today it is quite clear that the only possible economic model for all of us is that of sustainable development, theorised as early as 1987 in the report 'Our Common Future' by the UN World Commission on Environment and Development, better known as the Bruntland Commission.



Today it is necessary to approach the market taking into account not only the economic aspects, but also the social, ethical, environmental and economic ones that the company brings with it along the entire value chain, also in light of the New European Green Deal that challenges us on the issue of decarbonisation of the European continent by 2050.

For this reason, the company pays particular attention to:

- the environmental impacts that it measures and keeps under control,
- the rationalisation of the production process to avoid wasting primary resources and energy, using the logic of the circular economy in some contexts,
- the management of all risk profiles (product, market, financial approach)

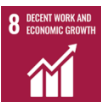
In light of this awareness, it adheres to the principles of the United Nations Global Compact on Human Rights, Labour, Environment and Anti-Corruption and promotes the 17 Goals of the United Nations 2030 Agenda, focusing in particular on:



- **Goal 3 Good Health and Well-Being:** because health and safety measures contribute directly to the achievement of this objective, also in terms of internationalisation and development of foreign markets.



- **Goal 5 Gender Equality:** because the company has obtained UNI PDR 125:2022 certification.



- **Goal 8 Decent Work and Economic Growth:** because the company has set itself this objective, as highlighted in its Manifesto.



- **Goal 9 Industry, Innovation and Infrastructure:** thanks to the creation of technological products high rate of investment in technical skills and R&D.



- **Goal 11 Sustainable Cities and Communities:** thanks to the innovative products that will be used in advanced hospital facilities, equipped with environmental impact certifications and that will qualify or re-qualify the infrastructures of the 'urban' context.

With a view to constant improvement, Malvestio is committed to confirming the Sustainability Policy on an annual basis and to updating it whenever there is a significant change in governance and in the requests expressed by the various stakeholders.

SUSTAINABLE DEVELOPMENT GOALS



GOVERNANCE

Malvestio has defined its governance in order to guarantee an informed, responsible and participatory decision-making process with its stakeholders, developing an effective, transparent and shared organisational model to manage and contain risks, with a medium and long-term vision of action. To do this, the company has identified the following areas in Governance:

A. O INTERNAL ORGANISATION

- **Shared company objectives:** company objectives, including those regarding sustainability, are shared with all the company departments involved, thanks to a model of inter-functional relational exchanges that involves both the top management and the company structure.
- **Risk management:** risk is managed from every angle thanks to constant analysis and monitoring, in terms of the product, the customer's solvency, the markets in which to position ourselves, and attention to worker safety.
- **Safety and responsibility:** safety and responsibility are guaranteed thanks to the Organisational Model in accordance with Legislative Decree 231/2001 and the Code of Ethics based on the principles of fairness, trust, honesty and transparency, focus on human resources and respect for current regulations.
- **Total environmental quality and safety:** the company has been awarded all the international quality (ISO 9001 and ISO 13485), environmental management (ISO 14001) and occupational safety (ISO 45001) certifications.

B. BUSINESS ETHICS AND INTEGRITY

Integrity, honesty and strict ethical conduct are the solid foundations of Malvestio's business, the pillars of the company's actions towards its stakeholders, starting from the internal perimeter made up of employees and collaborators and reaching the external one represented by customers, suppliers, institutions and the local community and environment. Work ethic means pursuing the values of honesty, fairness and transparency towards:

- its employees, principles enshrined in the Code of Ethics presented and actively communicated to all employees,
- in commercial negotiations, preventing anti-competitive behaviour and actively promoting the principle of anti-corruption.

C. INTERNATIONALISATION

Malvestio considers the opening up to new emerging markets to be one of the most significant drivers of development because it allows the group to diversify its activities, risks and investments geographically, to measure itself against different cultural contexts, to spread the culture of product innovation, and also to help other countries to grow and improve their healthcare systems.

CARE AT THE CENTRE OF THE VISION

A. PRODUCT CARE: SAFETY, QUALITY, RESEARCH AND INNOVATION

Malvestio promotes a production process that is able to increase the efficient use of resources and reduce its own environmental impact and, where possible, that of the supply chain, in order to create high-tech products with safe and certified performance, capable of improving the quality of work of healthcare professionals and the patients who use them. For this reason, the company has a large team dedicated to Research and Development, strongly oriented towards product and process innovation.

B. CARE OF HUMAN CAPITAL

Malvestio considers human capital to be the most important strategic asset for correctly managing and innovating its business model while pursuing excellence.

Protecting people's rights, as well as the health and integrity of employees, are essential and priority objectives. Malvestio promotes a participatory style that allows resources to express and develop their potential.

With this in mind, it recognises the following as highly qualifying areas:

• Ethics and values:

recognises people and their diversity as a value. It opposes any form of discrimination in the workplace with reference to gender, sexual orientation, race, nationality, language, religion, political opinion, age and other personal and social conditions. It recognises gender differences and protects equal opportunities, maternity and paternity, encouraging the spread of welfare policies.

- **Health and Safety:**

pursues continuous improvement as well as legal compliance thanks to the achievement of international certification for the Health and Safety of workers: ISO 45001. In Malvestio all employees are proactively involved in the issue of safety, favouring an ex ante approach capable of protecting the workstation and/or the machine 'upstream' so that the operator can work safely.

- **Training:**

the strategic development of the business model goes hand in hand with the professional growth of its collaborators, who become the true protagonists of the company's success. Maintaining an effective wealth of knowledge is one of the most complex challenges given the rapid evolution not only of technologies, but also of social and economic aspects. For this reason, 'innovation of skills' means maintaining competitiveness on the market.

- **Enhancement of human resources:**

the people who work at Malvestio are also valued thanks to appropriate evaluation systems aimed at optimising the professional development training initiatives for all employees. Furthermore, the evaluation of skills performance guarantees continuity and respect for the company's strategic objectives.

C. CARE OF THE TERRITORY

Malvestio has always paid attention to the territory in which it operates, with the dual awareness that the company is a community that lives and works in the territory and that the company draws resources and skills from the territory.

For this reason, it is committed to:

- **Responsibility along the supply chain**

On the supply chain front, Malvestio favours local suppliers wherever possible, rewarding the values of collaboration and trust that have developed over the years, in the knowledge that interactions with a supply chain close to the company generate widespread and shared well-being. Furthermore, it is committed to evaluating its suppliers also on the basis of their environmental performance with a view to improving mutual awareness.

- **Social Responsibility:**

Malvestio continuously develops relationships with secondary schools and universities to spread the culture of doing business and to offer students opportunities for a first introduction to the company. It also collaborates with local institutions in the construction of projects aimed at young people on the themes of 'spreading the culture of doing and collaborating'.

D. CARE FOR THE PLANET

Malvestio is aware that the environmental challenge and climate change will be central to the development of future economic models. For this reason, he has developed his own environmental policy in which he is committed on many fronts:

- **Production process:**

optimise the use of resources, including energy consumption, increasing the percentage of energy from renewable sources where possible. Increase the purchase of materials derived from the recycling of secondary raw materials, in particular to limit the exploitation of natural resources and not contribute to the depletion of forest heritage.

- **Emissions:**

to recognise, monitor and reduce, where possible, the significant environmental impacts identified, in particular by maintaining the current low levels of impact of atmospheric emissions with careful control of the same and by using the best available and economically viable technologies.

- **Packaging and waste:**

adopt circular economy practices in the recovery of packaging that is still intact and useful for reuse in the market. Increase the percentage of waste destined for recovery and significantly reduce that destined for disposal, maintaining the correct management of hazardous substances and seeking alternatives to them with products with a lower environmental impact.

BIBLIOGRAPHIC SOURCES

External Sources:

The Brundtland Commission Report, 1987
The Paris Climate Agreement, 1992
United Nations Global Compact Principles, 1999
United Nations 2030 Agenda, 2015
European Directive on the Circular Economy, 2015
Green New Deal, 2021

Internal Sources:

Quality Manual
Environmental Quality Manual
Code of Ethics
231 Management Model
Care Manifesto





malvestio.it