

SUSTAINABILITY POLICY






INTRODUCTION

Since 1937 Malvestio has been designing and manufacturing hospital and residential furniture and structures for the national and international health care market. From the most complex equipment, such as specialized beds for intensive care to the simplest sanitary furniture, the company invests competences, commitment and passion in the research of product excellence, so that people working in the health sector can be assisted by safer and more performing equipment and patients can be assisted improving their quality of life. Malvestio's sustainability policy is the result of in-depth reflections on the fundamental values of operating in a complex scenario such as that of today, characterized by uncertainties, paradigm changes and complexity. For this reason, the company has considered it important to focus on the generation of a long lasting value shared with all stakeholders, aware that sustainability is primarily a modus operandi that pervades the entire company. It is thanks to the choices made every day in the way of designing and producing products, in involving the territory in the supply 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 its 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 is not limited to the internal perimeter of the company. Today it is quite evident that the only possible economic model for all of us is that of sustainable development, theorized 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 consideration not only the economic aspects, but also the social, ethical, environmental and economic ones that the company brings along the entire value chain, also in the 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,
- to the rationalization of the production process to avoid waste of primary resources and energy, using in some contexts the logic of circular economy,
- the management of all risk profiles (product, market, financial approach).

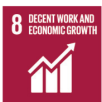
In the light of this awareness adheres to the principles of the UN Global Compact on Human Rights Work, Environment and Fight against Corruption and promotes the 17 Goals of the UN Agenda 2030 focusing in particular on:



- **Goal 3 Good Health and Well-Being:** because health care directly contributes to the achievement of this objective, also with a view to internationalization and the development of foreign markets.



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



- **Goal 8 Decent Work and Economic Growth:** because the company sets this goal for itself, which is also highlighted in its Manifesto.



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



• **Goal 11 Sustainable Cities and Communities:** thanks to innovative products that will be used in advanced hospital facilities, with environmental impact certifications and that will qualify or upgrade the infrastructure of the “urban” context.

With a view to constant improvement, Malvestio undertakes to confirm the Sustainability Policy annually and to update it whenever an important change in governance and in the requests expressed by the various stakeholders is detected.

SUSTAINABLE DEVELOPMENT GOALS



GOVERNANCE

Malvestio has defined its governance in order to guarantee a conscious, responsible and participated decision-making process with its stakeholders, developing an effective, transparent and shared organization 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. INTERNAL ORGANIZATION

- **Sharing corporate objectives:** corporate objectives, including those of sustainability, are shared with all the corporate parties involved, thanks to a model of inter-functional relational exchanges involving both the top management and the company structure.
- **Risk management:** the risk is managed under each profile thanks to constant analysis and monitoring activities, under the profile of the product, of the solvency of the client, of the markets in which to position itself, of the attention to the safety of the workers.
- **Safety and responsibility:** safety and responsibility are monitored thanks to the presence of the Organizational Model according to D.Legs. 231/2001 and the Code of Ethics devoted to the principles of fairness, trust, honesty and transparency, centrality of human resources and compliance with current regulations.
- **Total quality and safety:** the company has all the international certifications regarding quality, environmental management (UNI EN ISO 9001, UNI EN ISO 14001, UNI EN ISO 13845, and, on the occupational health and safety front, has developed its own management system based on the ISO 45001 standard).

B. BUSINESS ETHICS AND INTEGRITY

Integrity, honesty and rigorous ethical conduct are the solid foundations of Malvestio's business activity, the pillars of the company's action towards its stakeholders, starting from the internal perimeter made up of employees and collaborators and ending with the external perimeter represented by customers, suppliers, institutions and the local community. Work ethics means pursuing the values of honesty, correctness and transparency towards:

- of its employees, principles enshrined in the Code of Ethics presented and actively communicated to all employees,
- in commercial negotiations, preventing anti-competitive behavior and actively promoting the principle of anti-corruption, as attested by the 3-star Rating of Legality.

C. INTERNATIONALIZATION

Malvestio considers the opening towards new emerging markets one of the most significant drivers of development because it allows the group to diversify geographically the activity, the risk and the investments, to measure itself with different cultural contexts, to spread culture on product innovation helping also other countries to grow and improve their own health system.

CARE AT THE HEART OF THE VISION

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

Malvestio promotes a productive process able to increase the efficiency in the use of resources and to reduce the environmental impacts of the company and, where possible, of the supply chain, in order to realize products with a high technological rate and with safe and certified performances, able to improve the quality of the work of the health operators and of 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. HUMAN CAPITAL CARE

Malvestio considers the human capital the most important strategic asset to correctly manage and innovate its business model pursuing excellence. The protection of people's rights as well as the health and integrity of collaborators are essential and priority objectives. Malvestio promotes a participatory style which allows the resources to express and develop their potential. In this perspective it recognizes as highly qualifying areas:

- **Ethics and values:**

Recognizes 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 opinions, age and other personal and social conditions. Recognizes gender difference and protects equal opportunities, motherhood and fatherhood, encouraging the spread of welfare policies.

- **Health and Safety:**

pursues continuous improvement in addition to legal compliance thanks to its own management system based on the ISO 45001 standard. In Malvestio all the collaborators are proactively involved in the safety issue preferring an ex ante approach able to protect “upstream” the workstation and/or the machine so that the operator can work in safety.

- **Training:**

The strategic development of the business model goes hand in hand with the professional growth of its employees who become the real protagonists of the company’s success. Maintaining an effective knowledge base 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.

- **Human Resource Enhancement:**

The people working in Malvestio are valued also thanks to appropriate evaluation systems aimed at elaborating at best the training initiatives of professional development of all its collaborators. Moreover, the evaluation of the performance of the competences guarantees continuity and respect of the company's strategic objectives.

C. CARE OF THE TERRITORY

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

For this reason, it is committed to:

- **Accountability along the supply chain:**

as far as the supply chain is concerned, Malvestio privileges, wherever possible, suppliers present in the territory, rewarding the values of collaboration and trust that have developed over the years with the awareness that interactions with a supply chain close to the company generate widespread and shared well-being. Moreover, it is committed to assessing its suppliers also on the basis of the environmental performance produced with a view to improving mutual awareness.

- **Social Responsibility:**

Malvestio develops with continuity relationships with high schools and universities to spread the culture of doing business and to offer students opportunities to join 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 OF THE PLANET

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

- **Manufacturing Process:**

optimize 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 contain the exploitation of natural resources and not contribute to the depletion of forests.

- **Emissions:**

to know, 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 using the best available and economically applicable technologies.

- **Packaging and waste:**

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

BIBLIOGRAPHIC SOURCES

External Sources:

Bruntland Commission Report, 1987

Paris Climate Agreement, 1992

United Nations Global Compact Principles, 1999

Agenda 2030 United Nations, 2015

European Circular Economy Directive, 2015

Green New Deal, 2021

Internal Sources:

Quality Manual

Environment Quality Manual

Code of Ethics

231 Management Model

Care Manifesto





malvestio.it