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The BOARD OF DIRECTORS of INDUSTRIA TESSILE GASTALDI SPA believes that the following topics are crucial for the company's continuity and expansion:

- Customer satisfaction, as a result of the consistent ability of the products supplied to meet the explicit and implicit requirements of customers and the reference market, in terms of performance, price, and service offered. This is also achieved through periodic monitoring and the continuous improvement of the implemented Integrated Management System, defining specific improvement targets and verifying their achievement during management reviews;
- Compliance with all applicable regulations, with particular reference to environmental, occupational safety, labor, and human rights regulations, both national and international, mandatory or voluntary, adapting promptly to any new requirements;
- An open and active relationship with the institutions responsible for inspection and control;
- Environmental protection, taken both as compliance with applicable legal requirements and as attention to activities aimed at saving resources (in particular water, energy, and chemical products), developing sustainable products made from natural fibers from organic agriculture (GOTS standard), and promoting the circular economy through the use of recycled materials with the goal of reducing resource consumption (GRS standard);
- Protection of workers' health and safety, intended as a commitment to prevention and continuous improvement of safety conditions regarding: workplace, microclimate, practices related to the use of chemicals, internal and external noise levels, and the machinery used in the production cycle;
- Training and information for all employees and collaborators on environmental, social, health, and safety responsibilities, emphasizing consultation and participation by all;
- Raising awareness throughout the entire supply chain on environmental responsibility, social responsibility, and attention to health and safety;
- Product safety, ensuring that our products are manufactured with respect for our consumers using raw materials and chemicals for production processes that comply with the OEKO-TEX Standard 100;
- Communication and dialogue on quality, environmental, and safety issues with all stakeholders, both internal and external to the company: employees, customers, suppliers, the local community, institutions, and the workers' safety representative.

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For the efficient and effective company management, based on the fundamental principles stated above, the BOARD OF DIRECTORS has adopted an Integrated Management System for quality, environment, and safety based on the standards UNI EN ISO 9001:2015, PAS 24000:2022, UNI EN ISO 14001:2015, and UNI EN ISO 45001:2018. This system is certified by an internationally accredited body.

In particular, INDUSTRIA TESSILE GASTALDI SPA is committed to complying with the principles and prescriptive requirements contained in the PAS 24000:2022 Standard regarding human rights policy, forced and child labor, freedom of association, and discrimination/fair treatment of workers, in addition to those already mentioned in the previous points.

Furthermore, considering its specific target market, INDUSTRIA TESSILE GASTALDI SPA has obtained and maintains authorization to label its jacquard fabric production for table linens, towels, and tea towels with the human-compatibility mark Standard 100 by OEKO-TEX® for use in catering, laundry rental, and community settings.

Full powers of ordinary and extraordinary administration are delegated to the President, who has the leadership skills, competence, and necessary economic independence to periodically conduct the analysis of the company's risks and opportunities within the reference context. Based on this analysis, the BOARD OF DIRECTORS annually defines objectives and, consequently, the means, resources, and timelines for achieving them.

The verification of the achievement of quality, environmental, and safety objectives is carried out annually during the management review, which involves the entire top management. The purpose of the review is also to analyze data collected throughout the year in various company areas, to critically discuss it, and to define new objectives that, taking ethical principles into account, lead the company to increased profitability and continuous improvement in customer satisfaction, environmental performance, worker protection, and dialogue with internal and external stakeholders.

Merone, 03/02/2026

THE CHAIRMAN OF THE BOARD OF DIRECTORS  
MARCO GASTALDI