

ARTSANA

Environmental, Social & Governance Policy



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Based on our strong values and solid passion for life, sustainability has always been part of our daily mission and part of our responsible business strategy.

Nurturing tomorrow's generations and people's wellbeing, being conscious of the impact we have on our communities and, generally, on our planet, is a key driver that guides our choices. ”

Claudio De Conto
Artsana CEO



ARTSANA

COMMITTMENT ON SUSTAINABILITY

Artsana recognises sustainability as an integral part of its mission to be close to people and their wellbeing.

Artsana supports United Nation Global Compact Ten Principles on Human Rights, Environment, Labour and Anti-Corruption¹ as part of its business strategy, contributing to global goals and communicating to stakeholders its responsibilities, results and future targets.

Artsana implements the Ten Principles through robust commitments, policies and procedures, effective management systems, monitoring and evaluation mechanisms.

Artsana, as industry diversified leader, encompasses sustainability throughout its value chain, from suppliers selection, to the management of manufacturing activities and the distribution of products to customers. It is aware of its relevant role in developing a responsible business and of the crucial importance of positively impacting on social, environmental and economic scenarios on a global scale.

¹<https://www.unglobalcompact.org/what-is-gc/mission/principles>





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ESG GUIDANCE PRINCIPLES

Artsana is committed to develop a comprehensive culture of sustainability, adopting environmental, social and governance sustainable principles in its own organisation and promoting the same culture and principles through the dialogue with the stakeholders.



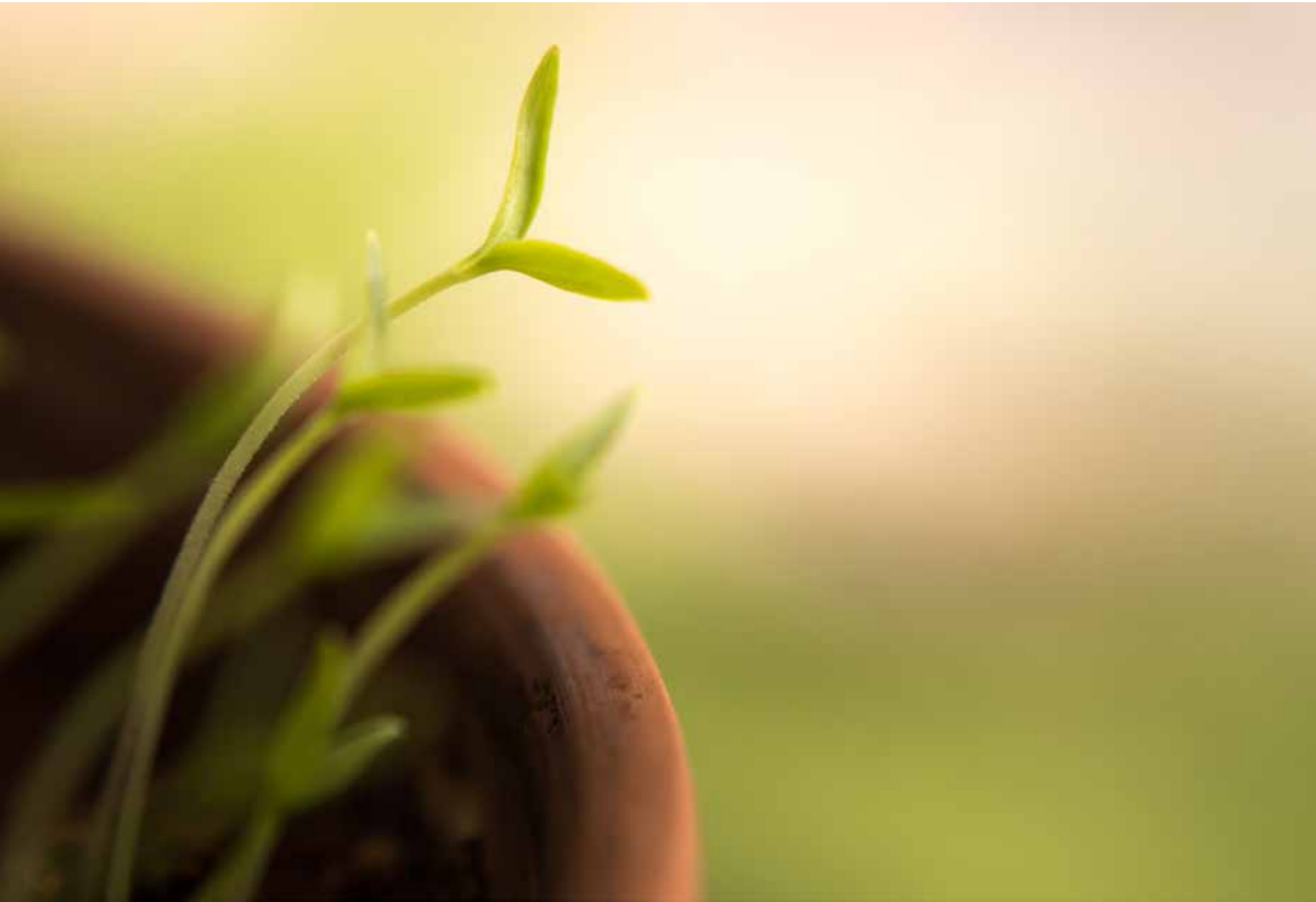
1. ENVIRONMENTAL

Artsana, caring about present and future generations, believes that the environment is not only a common asset to be preserved and protected, but it considers it a priority, understanding the urgency of a global response to climate change threats.

Artsana is therefore committed to ensure an environmentally responsible business, measuring, monitoring and reducing its environmental impact by setting challenging targets, with special focus on GHG emissions, energy, water, materials consumption, waste.

How to:

- Implementing effective environmental management systems, to integrate environmental principles to assure effective monitoring, reviews and evaluation of policies, procedures, activities;
- Performing environmental risk and impact assessment for processes and new products (e.g. lifecycle assessments);
- Adopting new technologies and business models to assure environmental efficiency (new materials, circular economy principles, renewable energies);
- Implementing projects and initiatives aiming to reduce environmental footprint throughout the whole value chain;
- Starting and participating to collective actions, programs and initiatives to assure, sustain and promote environmental impact reduction and the arising of environmental consciousness.



2. SOCIAL CUSTOMER CENTRALITY

Babies and families wellbeing is at the core of Artsana's mission. Product quality, safety and innovation are the key drivers to provide simple and effective solutions, building on Artsana longlasting expertise.



How to:

- Implementing quality and safety as central aspects of Artsana's innovation process; all products are designed, developed and tested to satisfy or exceed regulatory requirements as well as internal strict safety and quality standards;
- Continuously developing research and innovation and improving the knowledge of the world of children through constant collaboration with networks of independent experts, medical and scientific advisors, universities and competence centers;
- Listening to families' needs and keeping a careful and transparent dialogue with them, through the different channels, to assure a responsible communication;
- Actively contributing to build a social culture by playing an educational and training role through products, services and solutions.

2. SOCIAL PEOPLE

Artsana respects, supports and promotes internationally established human rights (ILO Conventions), protecting and valuing people, pursuing the respect of equal opportunities in the workplace, valuing the diversity and fostering the professional growth of everyone.



How to:

- Creating a positive, stimulating and inclusive working environment, supporting people development and talent retention;
- Developing a culture of health & safety, extended not only to employees but also to their families and local communities;
- Assuring the welfare and the respect of workers through the whole supply chain and community, by building responsible and positive business relationships and requiring suppliers to proactively adopt Artsana's Code of Ethic in their own supply chains;
- Actively tackling all forms of discrimination and recognising diversity as a value, promoting a culture of respect and equality both in the workplace and in the communities where Artsana and its business partners operate;
- Promoting gender equality and women empowerment in communities of operation, increasing advocacy and awareness about topics as wide gender equality policies, equal pay and recruitment, supporting parents and caregivers, women's health, prevention and response to violence and harassment;
- Being committed to respect human rights, protecting health and safety of its workers, contractors and the involved community in the execution of their activities and operations;
- Monitoring multiple sources of public information on human rights and health & safety at work, published for example by the International Labour Organization (ILO), to keep up with key facts and trends and to address them properly through established ethical manufacturing programs;
- Adhering to selected human rights initiatives and associations, with the goal of preventing, assessing and mitigating potential risk related to human rights along the supply chain.

3. GOVERNANCE

Artsana adopts a Code of Ethics, which formally establishes a set of fundamental ethical values that underpin the conduct of Artsana's activities.

Moreover, the Code highlights Artsana's rights, duties and responsibilities with regard to all our stakeholders.

The Code of Ethics is an integral part of all the contracts entered into by Artsana and is available on the Company's website.

Artsana Sustainability Committee acts to assure an effective governance of the sustainability topics, aiming to raise internal and external awareness and to shape and implement sustainability agenda.

Artsana believes in and promote the principles of anti-corruption, transparency and integrity in conducting all of its business, encouraging a culture that values business ethics, fairness, honesty and professionalism.

Artsana is committed to respect all applicable standards & laws in all its business processes.

ARTSANA ESG IMPLEMENTATION

This policy applies to all Artsana processes and functions, including Artsana subsidiaries. Responsibility for the integration of sustainability along all business processes, belongs to the whole organisation and to each process owner, according to specific roles and competences.

Artsana supports the adoption of this policy along its value chain and across its influence sphere through stakeholders relationship, with the aim to positively contribute to and to foster sustainable development globally.

This policy shall be kept updated, through a periodical review operated by Artsana Sustainability Committee.

Each request, contribute or suggestion related to this policy may be sent to: sustainability@Artsana.com





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ARTSANA S.p.A. - Via Saldarini Catelli, 1 - 22070 Grandate (CO) Italy
Tel. 031 382111 - Fax 031 382400 - www.Artsana.com