



COMPANY POLICY

Pu.Ro. Srl has implemented a Quality Management System (QMS) in accordance with the ISO 9001 standard and has therefore established and is committed to maintaining an active policy and clear objectives aimed at ensuring continuous process control and implementing appropriate improvement actions, in order to guarantee the highest quality of its products.

During 2025, Pu.Ro. also initiated the implementation of an Environmental Management System (EMS) in accordance with the ISO 14001 standard, with the aim of improving its environmental performance.

Furthermore, the company is committed to adopting the ZDHC Roadmap to Zero Programme for the gradual elimination of hazardous chemicals from its processes and to complying with MRSL v. 3.1 and subsequent revisions.

MISSION & VISION

The mission of Pu.Ro. is to combine technical know-how, innovation and a customer-centric approach in order to become a strategic partner in the moulding of footwear soles and in technical moulding. The company aims to provide customers with integrated solutions for technical moulding and footwear soles, together with a bespoke and highly specialised service covering the entire product industrialisation cycle.

Its vision is to operate according to the standards of excellence that distinguish Made in Italy manufacturing, and to actively contribute to their continuous improvement.

Pu.Ro. considers it essential to adopt both a Quality Management System (QMS) and an Environmental Management System (EMS) in order to meet customers' needs and

expectations, use resources efficiently and pursue the continuous improvement of its business processes, as well as the quality and sustainability of its products.

These goals can only be achieved through the definition of a clear policy and the implementation of appropriate documented work procedures, suitable equipment and tools, continuous training and professional development of employees and collaborators, and transparency in relationships with customers and suppliers.

To this end, Pu.Ro. considers it essential to promote a shared corporate culture centered on best practices, employees and partners motivation and accountability, ensuring the highest level of attention to the accuracy and quality of their work.

DIRECTIVES & OBJECTIVES

In line with these principles, this policy defines Pu.Ro.'s general guidelines for the implementation of its Quality Management System (QMS):

- **Organizational efficiency:** adopt organizational methods that enable high level of efficiency through a continuous commitment to optimising business processes and rationalising resources, in order to reduce waste and industrial costs, as well as through the monitoring and analysis of data resulting from the implementation of the QMS and EMS and from management outputs.
- **Supply chain & flexibility:** plan and coordinate procurement and production activities while maintaining internal flexibility in order to respond effectively to urgent orders as well.
- **People & responsibility:** define assigned responsibilities, ensuring that they are understood and shared by employees and promote the professional development of personnel and collaborators through their active involvement in the company's policy and objectives.

- **Comprehensive customer service:** expand and improve the services offered to customers by promoting an organisational structure capable of managing the complete product industrialisation cycle.
- **Corporate growth:** ensure the company's growth in terms of know-how, resources and corporate reputation.
- **Integrated quality & environmental control:** use the QMS and EMS as effective management tools in order to monitor operations, proactively identify the root causes of non-conformities, and reduce operational inefficiencies.
- **Strategic planning:** apply SWOT analysis to define and ensure the implementation of effective and well-considered business strategies and the achievement of company objectives.
- **Supplier qualification:** select and qualify suppliers of products and services that have an impact on the quality of processes and activities, with the aim of establishing a mutually beneficial approach focused on customer satisfaction and the highest possible quality and sustainability of the product.
- **Technological innovation:** identify technological innovation needs in order to develop new products and processes in line with market expectations.

With the introduction of the Environmental Management System (EMS), Management is committed to developing and pursuing the following environmental objectives:

- **Environmental protection:** protect the environment by preventing, reducing or eliminating environmental pollution, wherever possible.
- **Sustainable production:** minimise negative environmental impacts by reusing production scrap and selecting raw materials with a lower environmental impact.
- **Resource conservation:** reduce the consumption of raw materials and energy.
- **Waste management:** manage and reduce waste generation through the reuse of packaging materials and the diversion of waste to certified recovery facilities.

- **Spill & leak prevention:** minimize any accidental releases through the use of appropriate containment systems.
- **Maintenance & efficiency:** maintain the efficiency of plants and machinery through an appropriate maintenance and inspection plan.
- **Impact prevention:** prevent adverse environmental impacts through rigorous monitoring of potential risk factors.
- **Responsible operations:** minimize the consequences of any negative environmental impacts through controlled and responsible operational management.
- **Regulatory compliance:** maintain full compliance with all applicable legal requirements and environmental regulations.
- **Staff engagement:** involve, raise awareness among and train personnel on environmental issues related to the company's activities.
- **Technical innovation:** develop technical solutions applicable to process equipment and systems aimed at reducing negative environmental impacts, such as atmospheric emissions and waste generation.
- **Continuous improvement:** pursue the continuous improvement of overall environmental performance.
- **Supply chain collaboration:** actively cooperate with suppliers in identifying and sourcing products with a lower environmental impact.

GENERAL PRINCIPLES & GOVERNANCE

To ensure the achievement of the established targets and objectives, the following general principles are applied:

- environmental management involves all corporate functions and activities at every level, based on a principle of shared responsibility;
- environmental goals and targets are made publicly available through the distribution of this corporate policy;
- objectives and targets are progressively achieved through environmental management programmes and periodically updated and reviewed by Management through the Management Review;
- this policy is made available to the public and interested parties via the company website.

Management commits to providing all necessary financial, human, technical and infrastructural resources to achieve these objectives. Resource requirements are evaluated and allocated annually during the Management Review.

This Policy is reviewed annually during Management Review and communicated to all interested parties, including employees, collaborators, customers and suppliers.

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