



SUSTAINABILITY POLICY

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Introduction

For more than 60 years, Tubopress has operated in the plastic packaging market, distinguishing itself through the production of tubes and caps made from both traditional and recycled plastic materials. As a family-owned company, Tubopress has built its industrial growth and reputation over time on solid values passed down from generation to generation, placing business ethics, respect for people, and responsibility towards the environment and the community at the core of its activities.

Tubopress considers sustainability to be a strategic and cross-functional element of its business model, integrating economic aspects with environmental, social, and governance (ESG) considerations. Corporate decisions are not driven solely by profit-oriented logic, but by the desire to create shared and long-lasting value for all stakeholders.

Attention to people, integrity in conduct, workplace safety, customer satisfaction, and environmental protection represent the fundamental pillars of daily operations. In particular, the commitment to circular economy principles and sustainable innovation is considered a distinctive and forward-looking factor.

Tubopress believes in the value of the management system certifications adopted and systematically applied across all company processes, as a tool for continuous improvement, transparency, and reliability.

This Policy defines the principles and commitments undertaken by the company in the social and environmental fields and serves as a reference for all company activities. In order to define more detailed principles for specific topics, dedicated policies may also be issued (e.g. Gender Equality, Quality, etc.).

Inclusion, Gender Equality and Non-Discrimination

Tubopress promotes an inclusive, fair, and respectful working environment in which every individual can express their full potential, and is committed to:

- Respecting and promoting human and labour rights throughout the value chain, ensuring fair, safe, and dignified working conditions.
- Ensuring equal treatment and equal opportunities, without discrimination based on gender, age, origin, culture, sexual orientation, disability, or other personal conditions.
- Valuing diversity as a resource and promoting gender balance in recruitment, professional development, and access to positions of responsibility.
- Supporting work-life balance policies and promoting organisational well-being.
- Preventing and combating any form of harassment, violence, or discriminatory behaviour, fostering a culture of respect and dialogue.

Protection of Minors and Rejection of Forced Labour

Tubopress neither employs nor in any way supports the use of child labour and rejects all forms of forced, compulsory, or non-voluntary labour.

Social Dialogue and Industrial Relations

Tubopress recognises social dialogue as a fundamental tool for constructive relations with employees and trade union representatives, in compliance with applicable national collective bargaining agreements. The company is committed to encouraging structured dialogue, participation, and employee listening, integrating social dialogue into continuous improvement processes.

Environmental Protection, Product Life Cycle and Circular Economy

Tubopress acknowledges its responsibility towards environmental protection and is committed to progressively reducing the environmental impact of its activities and products. To this end, the company undertakes to:

- Reduce its environmental footprint through the use of recycled and recyclable materials, the adoption of efficient production technologies, and innovative sustainability-oriented solutions.
- Monitor and optimise energy and raw material consumption, promoting resource efficiency and material circularity.
- Prevent pollution through responsible management of waste and emissions, in compliance with applicable regulations.
- Responsibly manage materials and chemical substances, favouring less hazardous alternative solutions.
- Assess the entire product life cycle, from design to end-of-life, collaborating with customers and suppliers to develop increasingly sustainable packaging solutions.
- Raise awareness among employees and stakeholders on environmental matters, encouraging conscious and responsible behaviour.

Occupational Health and Safety

Protecting workers' health and safety is an essential priority for Tubopress, which is committed to:

- Ensuring safe and healthy working environments, preventing injuries, accidents, and occupational diseases.
- Assessing and managing risks through a preventive and systematic approach.
- Promoting continuous training and active employee participation on health and safety matters.

Quality, Customer Satisfaction, Health and Safety

Tubopress directs all its activities towards the quality and reliability of the products offered and is committed to:

- Ensuring full customer satisfaction through compliance with quality standards, agreed specifications, and applicable regulations.
- Promoting a culture of continuous improvement in production, organisational, and management processes.
- Applying Good Manufacturing Practices (GMP) to ensure product quality and traceability, guaranteeing strict hygiene and control standards at every stage of the production process, from raw material storage to shipment of the finished product.
- Ensuring personnel competence, training, and awareness, so that each employee actively contributes to quality, efficiency, and innovation.
- Strengthening collaborative relationships with customers and suppliers based on transparency, reliability, and mutual trust.
- Placing safe and compliant products on the market, preventing negative impacts on consumer health and safety and responsibly managing any non-conformities.

Sharing Social and Environmental Commitment Throughout the Supply Chain

- Tubopress integrates social and environmental criteria into supplier evaluation and qualification processes.
- Consequently, the company gives preference to suppliers who share the same principles and commitment to environmental protection and workers' rights.

Implementation and Continuous Improvement

This Policy is communicated to all personnel and published on the corporate website.

Tubopress is committed to periodically reviewing this Policy in order to ensure its adequacy, effectiveness, and ongoing alignment not only with the internal organisation but also with the evolution of the regulatory, technological, and social context, with a view to continuous improvement and sustainable development.