

COMPANY POLICY

(Integrated Management System ISO 9001:2015 and UNI/PdR 125:2022)

Alzate Brianza, 18 February 2025

Como Lighting S.r.l. intends to occupy a competitive position in the sector in which it operates (production, marketing and installation of lighting equipment) through a competent, reliable company organisation and an increasingly comprehensive range of products and services.

Como Lighting S.r.l. has a company management system that helps us guarantee the quality of our work through compliance with operational procedures.

The Management of **Como Lighting S.r.l.**, with the preparation of this document, intends to define the Company Policy, specifying the objectives and commitments on which the Management System is based and is expressed in the following guidelines.

This Corporate Policy represents the commitment:

- *develop and follow this Corporate Policy so that it is known and shared at all levels of the company*
- *pursue the complete satisfaction of the parties involved in the business:*
 - **THE CUSTOMER** *through the quality of the products and services provided enabling retention and acquisition of new customers*
 - **THE STAFF** *through involvement and continuous training, giving the opportunity to express individual potential and stability of employment, also to improve communication, professionalism, and, above all, motivation and involvement in the structure, also for aspects concerning health and safety at work*
 - **SUPPLIERS** *through transparent and fair business relationships that bring mutual benefits*
 - **PROPERTY** *through proper corporate profitability and awareness of the resulting social role to seriously conducted entrepreneurial activity.*
- *comply with applicable legislative constraints and mandatory regulations;*
- *achieve continuous improvement of business processes, increasing efficiency, personnel safety and the added value of individual activities, through the continuous maintenance of a dynamic Management System.*
- *increase professionalism in the company through the adoption of more targeted methods*

Therefore, this policy expresses the company's strategy of focusing the excellence of the products supplied, related services, and extreme competence in the production, marketing and installation of luminaires.

In particular, the entire Management of **Como Lighting S.r.l.**, wishing to pursue the Management System with continuity, intends to provide the System Manager with all the necessary resources to achieve the present and future objectives.

Furthermore, **Como Lighting S.r.l.**, with this policy, intends to affirm that it has implemented a management system (integrated with the quality management system) and guarantees equal dignity and equal opportunities to all persons regardless of their country of origin, culture and

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religion, gender, sexual orientation, political opinions and any other personal characteristics and styles.

This policy for the gender equality section starts by verifying and, where necessary, gradually but rigorously reducing differences in pay and career advancement that may have occurred in the long history of the company.
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Como Lighting S.r.l. believes that diversity and plurality are the source of new and innovative ideas which can create solutions that lead to the realisation of a sustainable society.

Como Lighting S.r.l. therefore wants to create a stimulating and open working environment, providing people with prospects and fostering innovation.

Como Lighting S.r.l. is committed on a daily basis to:

- Spreading a culture of diversity and equal opportunities among employees and co-workers by ensuring that everyone is treated with dignity, respect and fairness at all times;
- create a welcoming working environment, free from any direct or indirect discrimination and any kind of harmful behaviour based on personal, social, political and cultural diversity;
- regularly monitor gender equality indicators in order to define the most appropriate, timely and effective actions to achieve the objectives set out in this document;
- apply specific personnel management policies aimed at ensuring fairness at all stages of the employment relationship, from the people selection process, to role assignment, career management, professional evaluation and development, pay equity, and termination of employment;
- apply internal and external communication policies aimed at pursuing gender equality, valuing diversity and support women's empowerment;
- recognise the value of work-life balance by developing parenting and care and work-life balance programmes and initiatives;
- apply strict prevention policies of all forms of physical, verbal, digital abuse (harassment) in the workplace.

The Management of **Como Lighting S.r.l.** defines an ACTION PLAN for the implementation of this policy as part of a gender equality management system: the progress and results are monitored through the preparation of specific KPIs.

A Gender Equality **GUIDELINES COMMITTEE** is established to oversee the effective adoption and continuous and effective implementation of the gender equality policy.

Aware of the importance and responsibility for what has been stated, and having identified appropriate organisational solutions within the company, the Management of **Como Lighting S.r.l.** undertakes to implement, maintain and improve the current Company Integrated Management System.

Como Lighting S.r.l.

Ing. Matteo Pontiggia

Employer pursuant to Legislative Decree 81/2008 as amended and Head of the Integrated Management System

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