

Esprinet Group Corporate PolicyVersion: **08 del 11/06/2024**

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Company:

All Esprinet Group Companies

Facility:

All Esprinet Group facilities

Subsystem

ISO 9001- ISO 14001- ISO 45001

Filename:

LIG00001-MULTI-SITE CORPORATE POLICY

Responsibility for document:

Version	Date	Version Note	Compiled by	Controlled	Approved
06	17/09/2020	Updated to ISO 45001 and change to Group mission and values	G. Monina RSGQAS	P. Aglianò RdD	A. Cattani CEO
07	05/01/2022	Incorporation of V-Valley Advanced Solutions	G. Monina RSGQAS	P. Aglianò RdD	A. Cattani CEO
08	11/06/24	Focus sulla strategia ESG	G.Monina RSGQAS	A. Biffi RM	A.Cattani AD

The **Esprinet Group** Policy is expressed in its **vision, mission** and **values** set out below, which inspire and direct corporate conduct at all levels.

Group Vision

Esprinet wants to make life easier for people and organisations.

The Group is committed to expanding and facilitating the dissemination and use of technology, as it believes that technology enriches everyone's daily lives.

Group mission

To be the key point of contact between manufacturers, retailers and users of technology.

The Group's aim is to create value for them as well as shareholders and employees, through an ongoing strategy of shared growth based on an innovative distribution model, designed to:

- encourage the widespread use of all technology with an efficient distribution across all channels of contact with consumers and organisations;
- develop effective and innovative operational and financial tools to deal with evolving markets;
- be a point of reference in the technology market due to its possession of the best professional skills.

The Group's Mission is combined with its desire to make a real commitment to **sustainable development** in order to meet the needs of today's generation, while favouring those of future generations. This commitment, which we believe is fundamental, involves an **ongoing balanced and worthy effort to manage economic, environmental and social performance** with a view to generating **value for stakeholders**.

Values

Creating value for stakeholders by establishing lasting relationships is the promise made possible **thanks to the Group's values**.

- **RELIABILITY**
BE ACCOUNTABLE

We are a company that can be trusted.

We keep our promises.

Fairness, integrity, transparency are the foundation on which we want to build our credibility and our success.

- **QUEST FOR EXCELLENCE**
BE EMPOWERED

Empowering a project for the future.

We strive to be better and more competent each day in order to be ready to meet the challenges of ever-changing markets.

We want to be entrepreneurs at the service of the best business projects.

- **CUSTOMER CENTRICITY**
BE RESPONSIVE

We listen to the world of which we are a part.

We want to build the perfect way forward that meets every need: this is why we put ourselves on the line working together with our customers to create winning results.

- **TEAMWORK**
BE TOGETHER

We know that together is better, that is why we are all in the game.

We believe in teamwork, collective thinking, the value of difference and the relationship between different skills, aspirations and competences.

- **BRAVERY**
BE DARING

We sail the open sea to discover new horizons.

We know that action also means running the risk of making mistakes, knowing that they can turn out to be opportunities.

- **CREATIVITY**
BE SURPRISING

We shape innovation.

We want to create ever more original and surprising solutions in a continuous search for new ways of thinking and acting.

- **RESPONSIBILITY**
BE CARING

We believe that technologies are a common good.

We work every day to make them more and more available to everyone, so that everyone has the opportunity to learn, participate, share and enjoy valuable experiences.

- **LISTENING**
BE INCLUSIVE

We are all different but together we create a single reality.

We believe in valuing the person. We are always listening for requirements, opinions and that can help make us a better world.

Principles in stakeholder relations

The Esprinet Group founds the relations with its stakeholders on principles of good faith, fairness, loyalty and transparency, in compliance with laws and the regulations issued by the Supervisory Authorities, in order to establish and consolidate relationships of trust and protect its reputation.

- **Honesty and integrity in relationships**

The conduct of relations of all types and at all levels must be based on transparency, propriety, honesty, integrity and fairness.

- **Fair competition**

The Group supports and seeks to uphold the value of fair competition, rejecting all conduct contrary to this principle, whether it is collusive, predatory and/or constitutes abuse of a dominant position. Fair competition on the market is interpreted by the Group as involving the supply of high-quality services and products, which meet customers' needs and comply with the contractual undertakings.

- **Protection and appreciation of human resources**

Human resources are deemed to be of primary value for achieving the Group's goals, due to the professional contribution they make as part of relationships based on fairness, propriety, and mutual trust.

The subsidiaries of the Group work to make all personnel aware of the importance of each individual contribution to the prevention and improvement of the general working safety conditions and environmental performance of the Organisation.

- **Dealings with customers and suppliers**

Relations with customers and suppliers must be conducted in accordance with the law, the general principles of the Code of Ethics.

Relations with customers must be based characterised by fairness, politeness and helpfulness.

Relations with suppliers are governed by a specific code of conduct setting out the principles to be applied.

- **Relations with the Public Administration and Institutions**

With reference to the relations with the Public Administration and Institutions, whether domestic or foreign, the Addressees must act in compliance with Laws, Regulations and the Organisational Model, i.e. in accordance with fairness and loyalty

- **Environmental protection**

The activities of Group Companies are inspired by the principle of environmental and public health protection, in compliance with the specific applicable standards and regulations.

The Group is committed to protecting the environment as a primary asset and undertakes to promote, within its own structures, the rational use of resources and a focus on the search for innovative solutions for energy conservation.

Sustainability: the 'ESG centric' strategy

The Group adopts an 'ESG centric' approach of the business and focuses on environmental, social and corporate governance aspects to generate growth and innovation.

The Group strategy is focused on new sustainable business opportunities, such as the distribution of 'Environmentally Friendly' products, one of the main growth drivers in the market. In order to develop this objective, a strong push for innovation in different areas is required.

Growth and innovation are generated through an integrated and sustainable business approach based on:

- ethical motivation - ESG fundamentals are consistent with the value system of the Board of Directors and the management team;
- business opportunities - There are great market opportunities in "Environmentally Friendly" product lines such as electric mobility;
- incentive for innovation - Doing business with an ESG commitment is more difficult, but it fuels innovation and in the medium term offers possibilities to generate more value;
- access to new financial resources - There are new categories of investors or financiers that require a strong ESG strategy;
- reduction of risk profile – In the future Governments, Customers and Consumers will likely penalise companies with a weak ESG strategy.

Esprinet Group companies operate in an open market, which is why the Company's Policy is geared towards **meeting the requirements of customers and stakeholders**, to **continuously improve** the effectiveness and efficiency of its processes, ensuring the achievement of quality, environmental protection and occupational safety objectives in **compliance with laws, regulations and its commitments**.

In implementing the management system, Group companies apply the **process approach**, the Plan, Do, Check, Act (**PDCA**) cycle, and **Risk-based thinking**.

The process approach enables Group companies to **plan their processes** and identify their interactions. The PDCA cycle ensures that processes that processes are **resourced** and managed, and risk-based thinking enables the determination of factors that could cause the system to deviate from the planned results. In this way, Group companies are able to implement **preventive controls** to minimise negative effects (**risks**) and maximise positive effects (**opportunities**).

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Through these methods, management ensures the implementation of a robust, credible, reliable multi-site management system and guarantees its integrity when changes to the system are planned and implemented.

With regard to **quality, environmental and occupational health and safety aspects**, management regularly assesses the results obtained against pre-established objectives, which are constantly reviewed for progressive **improvement**.

The Group is committed to providing safe and healthy working conditions in order to prevent work-related injuries and diseases. Group companies work to eliminate hazards and **reduce risks** related to the specificities of their processes. They promote the development of opportunities in order to **improve the working conditions of personnel**.

The Group is committed to ensuring the training, information, **consultation and participation** of workers and their representatives.

The Group companies are committed to minimising the **consumption of natural resources** (electricity, gas, water) and the production of **waste**, facilitating their recycling wherever possible.

Compliance with these commitments is ensured by achieving and maintaining the multi-site certification:

- Quality, according to standard **UNI EN ISO 9001:2015**;
- Environment, according to standard **UNI EN ISO 14001:2015**;
- Occupational Health and Safety, according to standard **UNI EN ISO 45001:2023**.

The Integrated Quality, Environment and Safety Policy is:

- **established** by senior management and appropriate to the context of the organisation and its strategic objectives;
- **reviewed** annually to determine its adequacy;
- **revised** if necessary;
- **available** to the public, interested parties and all staff through publication on the Esprinet Group **website** and on the company Intranet.

Vimercate, **11/06/2024****The Chief Executive Officer**