



la marzocco

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Integrated Policy for Quality, Safety, Environment, Gender Equality, Diversity & Inclusion

La Marzocco is a company based in Tuscany, which specialises in the production of coffee grinding and dosing machines.

Tradition, research, quality and reliability are factors that have always characterised the company, which continuously seeks advanced and innovative solutions to offer high quality products and services.

La Marzocco, in pursuit of its quality goals, has made workplace health and safety, environmental protection, the safeguarding of gender equality rights, as well as the respect for and inclusion of diversity, integral elements of its corporate culture and its relationships with Stakeholders.

This growth mindset, grounded in the aforementioned principles, has led Senior Management to adopt the Integrated Management System based on ISO 9001:2015, ISO 45001:2018, ISO 14001:2015, UNI/PdR 125:2022, ISO 30415:2021, and the hygiene standards outlined in Framework Regulations (EC) no. 1935/2004 and no. 2023/2006. This system serves as an organizational model capable of continuously measuring and improving company performance — and, consequently, enhancing the relationship with customers, employees, suppliers, and Stakeholders in general.

In defining its Integrated Policy for Quality, Health and Safety, Environment, Gender Equality and Equity, and Diversity and Inclusion, La Marzocco gives due consideration to the following corporate strategies:

- *systematic commitment of the Management to ensure the continuous improvement process;*
- *involving and engaging personnel, at all levels, for the achievement of the company targets;*
- *basing the relationship with the customer and stakeholders on maximum cooperation;*
- *cooperating with suppliers to continuously improve the quality of supplied products and services, and, where possible, initiating a shared growth path — also in relation to workplace hygiene and safety, environmental protection, and diversity and inclusion;*
- *ensuring that the available resources are always appropriate for the organisation;*
- *identifying the training needs of personnel, in order to plan appropriate targeted initiatives for skill maintenance and professional growth;*
- *raising awareness among staff about their individual obligations and responsibilities regarding health and safety, environmental impacts, and respect for gender and all forms of diversity;*
- *adopting an effective risk management approach by identifying operational hazards and proactively assessing existing risks to plan and implement solutions that prevent injuries and occupational diseases; identifying environmental aspects and impacts to prevent pollution and minimize environmental risks; and identifying risks related to discriminatory or harassing behaviours based on gender, ethnicity, religious beliefs, disability, health status, sexual orientation, political orientation, bullying, mobbing, etc., in order to implement appropriate measures to counter them;*
- *periodically reviewing risk assessments, regardless of changes made;*
- *introducing and maintaining up-to-date management and monitoring procedures for integrated management system constant control;*
- *ensuring workers' consultation, also through their representatives, as regards health, the protection of their individual rights, and safety in the workplace;*
- *disseminate this document to all personnel and make it available to all Stakeholders;*
- *in line with circularity principles, reducing resource consumption, where possible, by minimizing raw material use and organizing waste management to encourage recovery and recycling; promoting an efficient and sustainable use of energy in all areas of our operations;*
- *collecting performance data from all our operations and products in order to make informed decisions aimed at implementing decarbonization strategies;*
- *promoting research and development to reduce the environmental impact of our products by optimizing energy efficiency and using sustainable materials selected through lifecycle impact analysis, as well as to bring inclusive products to market;*
- *committing to prioritize the purchase of environmentally friendly products and services that meet the same operational and quality requirements, while seeking and favouring partnerships with suppliers willing to adhere to D&I principles;*
- *committing to comply with all applicable regulations regarding environment, health and safety, while respecting diversity and protecting individuals' fundamental rights;*
- *evaluating curricula in an impartial manner during recruitment and hiring process, emphasizing the importance of meritocracy in decision-making and human capital assessment;*
- *ensuring, in accordance with the provisions of the national Collective Bargaining Agreement (CBA), equal pay for employees regardless of gender, ethnicity, health status, religion, age or sexual and cultural orientation;*
- *committing to support employees in safeguarding their parenthood and health during and after extended periods of absence from work, ensuring that no discrimination occurs during or after leave;*
- *committing to an inclusive working style by fostering the development of an accessible and respectful environment that promotes inclusion at all levels;*



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- *intensifying dialogue with Stakeholders by promoting company's inclusion policies and identifying potential areas for improvement through the design and implementation of shared actions at various levels, including with regard to products, services, and users' needs.*

The above-mentioned targets can only be achieved through the commitment of all personnel members. As a consequence, each manager - at any level - is required to raise the awareness of their associates in order to:

- *ensure compliance with procedures, operating rules and binding directives;*
- *achieving the established quality, safety, environment, gender equity, and diversity and inclusion goals for the relevant area of responsibility;*
- *addressing inefficiencies and proposing actions for the continuous improvement of processes, workplace safety, and environmental protection;*
- *increase their knowledge, enrich their cultural background and guide their collaborators by example and involvement;*
- *respect diversity (of opinion, culture, religion, language, skin, etc.).*

La Marzocco believes that, in order to achieve the objectives and the planned company successes, the full satisfaction and respect of the person is fundamental.

Lastly, as a global citizen, La Marzocco is committed to producing high-quality and sustainable products while respecting environmental resources, individual rights, and diversity, thus helping to safeguard their future as well.

La Marzocco s.r.l.