

Gruppo Fabbri Vignola S.p.A. and Gruppo Fabbri Svizzera S.A., to which this Policy refers, are leading companies that manufacture packaging systems for food products, specialising in particular in the fresh product sector, which has always been their core business. Their main business activities include:

- designing, manufacturing and marketing neutral, perforated and printed plastic films;
- designing, manufacturing and marketing automatic packaging machines for wrapping food products that can be integrated with scales or with the FG Instore software, which can be used for in-store data transfer;
- technical support (installation, scheduled maintenance or on-call maintenance) for packaging machines and for installing scales and putting them into service.

The main target markets are large-scale retailers and the international food industry in general; both companies are present in more than 70 countries, selling directly or indirectly through dealers or agents. In addition, both companies also offer technical support for their machines, either directly or through their trading network. The target market demands a very high degree of specialisation when it comes to aspects such as suitability for contact with food and the strict application of hygiene standards in order to protect end consumers, along with a strong focus on compliance with the applicable regulations with regard to the design and construction aspects of machines so as to ensure the safety of users (packaging operators and maintenance staff). Moreover, a distinctive feature of the target market is that it is very much aware of the importance of extremely reliable products, technological innovation and environmental sustainability. Recently, the market has been severely impacted by the sharp increase in raw material costs, which also affects products such as film and machinery. Moreover, the current geopolitical climate has made sourcing raw materials all the more difficult as they are in short supply. Another factor to be taken into consideration is the aftermath of the COVID-19 pandemic, since end consumers are not going back to their pre-pandemic habits, but have developed new habits, and this is influencing their purchasing decisions (also with regard to food). Bearing in mind recent developments in the specific reference context, the company has defined a strategic set of goals in order to achieve the expected results while maintaining its commitment to fully comply with the applicable requirements, to ensure constant customer satisfaction and continuously improve its performance.

#### Strategic goals:

- To develop high-tech and extremely reliable products in order to meet the expectations of users and of all other relevant parties, and providing solutions that generate solid added value;
- To continuously improve quality, product reliability, and our technical support service;
- To monitor critical suppliers and find alternative procurement options so as to prevent potential risks for business continuity and reduce cost impacts;
- To monitor how the market perceives the products and services offered;
- To build further trust in its business partners by offering reliable and innovative solutions;
- To strengthen its presence in certain non-EU markets;
- To promote communication with all third parties involved;
- To help customers make their own choices when it comes to their development and their response to the changing global environment;
- To increase employees' and partners' awareness of the company's strategic goals and of the impact of their performance.

In order to pursue its strategic goals, the company identifies the following guidelines for action.

#### Implementation strategies:

- Providing all the necessary resources (internal and external expertise, economic resources, etc.);
- Enhancing relations with external parties for benchmarking purposes and increasing know-how so as to monitor the effect of strategic decisions, especially with regard to commercial management, etc.;
- Overhauling the management of film warehouses in order to shorten delivery times;
- Continuing to promote the improvement of technical skills with regard to services for foreign business partners, supporting and assisting them with dedicated training programmes in order to increasingly provide more effective assistance;
- Seeking new suppliers and reviewing commercial agreements with existing suppliers;
- Developing inter-company communication, discussion and sharing information concerning performance, opportunities for improvement and strategic goals;
- Improving the communication tools used with external parties; investing in research and development and in continuous improvement in general;
- Assisting customers with technical issues and regulatory compliance, whenever possible.

It is the responsibility of all the employees and collaborators of the company (including its business partners) to meet quality standards during the course of its business and in relations with internal and external stakeholders.

The company's top management is committed to promoting all the actions necessary to ensure that all processes and activities are focused on achieving the set goals.

Vignola, 15/06/2022

  
**THE CHIEF EXECUTIVE OFFICER**  
(Stefano Mele, engineer)