

## QUALITY AND SUSTAINABILITY POLICY

**Panta Rei S.r.l.** (hereinafter also referred to as “Panta Rei” or “The Company”) has taken a path leading to the implementation of a business model which is focused on various objectives of common benefit as well as the responsible, sustainable and transparent operation towards the stakeholders, as stated in Panta Rei’s **Code of Ethics**.

**Panta Rei’s** mission is to reconcile design solutions, products supply and services with the customer’s needs contributing to the responsible management of the natural resources.

Through the aforementioned activities, Panta Rei intends to:

- Create value for its own partners and develop The Company in the long term.
- Contribute to the well-being and the professional growth of its employees.
- Transfer innovation, economic and civil progress elements to the community, while fully respecting the core values adopted, that is, ethics and transparency.

**Panta Rei’s Governance** is based on the ethical principles and values of respect, integrity, responsibility, honesty fairness and good will, in full compliance with the rules enacted to protect its own position on the market in the countries where it operates and the Company’s reputation.

Panta Rei’s commitments which contribute to the virtuosity of the sustainable supply chain are those of proactively operate to:

- Research and develop successful design solutions aimed to the innovation of process, technologies, machinery and plant components for the responsible management of the natural resources and which allow the Company to satisfy the quality, sustainability and technical needs of Panta Rei’s **Customers**.
- Maintain a virtuous loop with **Suppliers and Commercial Partners** made of share commitments regarding values such as reliability, fairness, respect of the environment and people.
- Adopt new measures to improve the working conditions of The Company’s employees, their professional growth based on the principles of equity and equality, their health and safety, encouraging, furthermore, adequate work and personal life balance as well as a work environment which promotes cultural diversity and inclusion.
- Promote circular processes in full respect of the environment, the people and the territories in which Panta Rei operates in order to guarantee resiliency and competitiveness towards the sustainable development, protecting and promoting human rights, individual freedom in all its forms and rejecting any type of discrimination, violence, bribery, forced or child labor.
- Not tolerate any kind of illegality, corruption, fraud and sanction unlawful behaviors.
- **Create economic value** and generated added value which allows Panta Rei to be socially responsible and properly remunerate its stakeholders, based on the principles of equity and reciprocity.

The Quality and Sustainability Policy is adopted as part of the implementation of the Code of Ethics, the Company’s internal policies and the **UNI EN ISO 9001:2015** norm.

**Panta Rei S.r.l.**  
*L’Amministratore Unico*  
f.to Iracà Felice

