



## COMPANY POLICY

FORMA LIGHTING ITALIA S.R.L. designs and manufactures innovative and high-quality architectural lighting solutions.

The company has implemented an Integrated Management System for the environment and social responsibility in compliance with the international standards **UNI EN ISO 14001:2015** and **SA8000:2014** integrated with elements of sustainable procurement through the involvement of suppliers.

The company is part of the FORMA LIGHTING Group and in line with its mission, is aware of the role and importance that lighting has in the circular economy; therefore, it is committed to respect the "Environmental Life Cycle Perspective" in order to reduce, reuse and recycle products that are designed and developed to be environmentally sustainable.

In this regard, the company undertakes to comply with national laws, other applicable laws and to comply with the ILO and UN international conventions referred to in the SA8000:2014 standard.

FORMA LIGHTING ITALIA S.R.L. undertakes to:

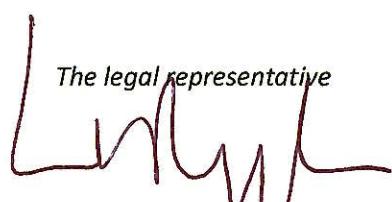
- ensure continuous compliance with the applicable rules and regulations, in particular on occupational safety and the environment, supervising the changes, additions and adapting to possible future modification;
- design and manufacture in order to ensure full customer satisfaction;
- operate according to a general criterion of prevention, through information, training and involvement of employees, also involving the stakeholders with particular attention to clients and suppliers;
- improve business processes over time to limit risks to safety at work and the impact on the environment in the surrounding context;
- protect the territory, safeguard the soil, adjacent residential areas and the surrounding ecosystem;
- operate a correct waste management, mitigate waste generation, promoting recovery and reuse of packaging materials;
- monitor and reduce the energy consumption in order to mitigate the greenhouse gases emissions (GHGs) and thus fight climate change;
- prevent any environmental accidents by involving all the relevant stakeholders;
- constantly monitor activities and consumption, in order to ensure control of company performance, always with a continuous improvement attitude in regards to environmental and social management policies, through the definition of objectives and practices aimed at reducing water and energy consumption;
- involve and raise awareness among staff on the issues covered by this policy;
- develop the skills of internal staff in order to make them aware of the importance of environmental management and safety at work;
- Adopt practices to minimize the use of hazardous substances and the generation of waste

In relation to the SA8000 standard, FORMA LIGHTING ITALIA S.R.L. also undertakes to:

- not to employ or support child labour in any way;
- not employ or support in any way forced or compulsory labour;
- not use forms of coercion, threats or sanctions aimed at forcing workers to perform overtime work
- ensure that work activities are carried out in healthy and safe working environments;
- guarantee the right to collective bargaining without effect for those who should benefit from it;
- reject all forms of inequality based on race, sex, social class, national origin, caste, birth, religion, disability, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age or any other condition that could cause discrimination. These guarantees are ensured throughout the working career from personnel selection, hiring, access to training, promotions, dismissal and retirement;
- treat everyone, in particular the internal staff, with dignity and respect, without recourse to any form of physical or mental coercion;
- adopt fair disciplinary procedures that respect human dignity;
- apply national collective labour agreements, with particular reference to working time, to wage levels, to the regulation of holidays and breaks, to overtime;
- adopt practices towards stakeholders for the prevention of forms of corruption;
- take preventive action to ensure information security;
- organize staff by protecting diversity, equity and inclusion;
- ensure that employees do not use alcohol and psychotropic substances in the workplace;
- The company does not accept human trafficking in any way.

FORMA LIGHTING ITALIA S.R.L. is committed to complying with all the requirements of the SA8000 and ISO 14001 Standards, respecting the regulatory elements and their interpretation in the field of social responsibility, health and safety in the workplace and the environment, guaranteeing regulatory compliance. The organization is also committed to disseminating these principles among its suppliers and subcontractors, favorably evaluating those who share them.

*The legal representative*



Pogliano Milanese (MI), 21/01/2026

This policy is reviewed periodically and is distributed to all those who work in the interest of the company, such as internal and external collaborators, customers, suppliers, contractors, stakeholders, and is available to the public and anyone who requests it

To report any social-related remarks please send an email to [sa8000@rina.org](mailto:sa8000@rina.org) or [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org).

Please note: the feedback will be sent to the email address used to send the remark.