



INTEGRATED QUALITY, ENVIRONMENTAL AND FSC® POLICY

B-Lab (Italia) Srl

Integral part of B-Lab MQ – section 05 - 5.2
Rev. 17.10.2025

This policy has been approved by B-Lab (Italia) Srl Sole Director



B-LAB (ITALIA) SRL – Via dell'Automobile 10/12, Z.I. D3,
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B-Lab (Italia) Srl is a company that has been specializing in luxury packaging for over 30 years, enhancing the uniqueness of the most precious items, overseeing all phases from product ideation to worldwide distribution. Through sought-after materials and finishes, meticulous attention to detail, and manual craftsmanship, simple containers are transformed into communication tools, evoking emotions from the very first glance.

B-Lab (Italia) Srl believes that long-term success depends on the ability to meet contractual requirements and customers' needs to the highest possible degree while simultaneously safeguarding the environment and the social well-being of its employees and the broader community.

To achieve these objectives, **B-Lab (Italia) Srl** has established and maintains an Integrated Quality and Environment Management System, as well as FSC® certification, in accordance with the provisions of **UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and FSC-STD-40-004 V3-1** standards. These systems are seamlessly integrated into the company's management system and provide ethical, organizational, and operational criteria to be adhered to by staff, collaborators, and the entire supply chain in conducting activities.

The entire business activity is also regulated within the **Integrated Quality and Environment Management Manual** and the **Chain of Custody Manual**, which define systematic and planned company activities and the implementing rules to be applied across the organization to ensure the achievement of established objectives.

Starting in 2022, **B-Lab (Italia) Srl** adheres to the **United Nations Global Compact**, affirming its commitment to act in accordance with its Ten Principles on human rights, labor, environment, and anti-corruption. These principles are to be integrated into the company's strategy and daily operations, with stakeholders being actively encouraged to engage in dialogue and cooperation to ensure that initiatives supporting the Ten Principles promoted by the UNGC initiative and the United Nations Sustainable Development Goals (SDGs) translate into tangible results.

The fundamental principles that the Management of **B-Lab (Italia) Srl** intends to pursue are identified in the following principles, without specific order of priority:

- Ensure full compliance with current legislation, with particular attention to occupational health and safety regulations, environmental regulations, and contractual requirements.
- Activate a system for analyzing the context, stakeholder expectations, sustainability risks, and business risks that ensure business continuity, aiming for continuous improvement of its processes.
- Socially responsible management of work processes, in accordance with the ILO Declaration on Fundamental Principles and Rights at Work. **B-Lab (Italia) Srl** declares total compliance with these principles, namely:
 - freedom of association and effective recognition of the right to collective bargaining;
 - elimination of all forms of forced or compulsory labor;
 - abolition of child labor;
 - elimination of gender and ethnic discrimination in employment and profession, promoting an approach aimed at equal opportunities protection;
- Describe and include a commitment to manage and secure both own and third-party intellectual property.
- Manage organization communications externally and internally.
- Enhance the skills of all personnel and ensure adequate training, information, and continuous updating on business and ESG sustainability topics.



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- Ensure the company's commitment to sustainability, with particular attention to environmental protection, impacts of its activities, products, and services used, as well as the social well-being of its employees and the broader community.
- Annually monitor its emissions according to the GHG Protocol and implement behaviors and initiatives to reduce and compensate them where inevitable.
- Stay updated on technical production methods and the most innovative and sustainable materials available in the relevant sector to propose them to clients.
- Maintain and improve the effectiveness of the FSC® chain of custody system.
- Monitor its suppliers by establishing partnership relationships oriented towards continuous improvement and mutual satisfaction, with particular attention to seeking solutions aimed at having a positive impact on the environment and society in line with B-Lab (Italia) Srl's vision and mission.

B-Lab (Italia) Srl involves all personnel through the widespread dissemination of this **Policy**, the **Code of Ethics**, and the goals for corporate growth and development. All stakeholders along the value chain are also made aware, encouraging the aggregated implementation of the described initiatives. Together, they pursue increasingly challenging objectives to ensure the satisfaction of all stakeholders.

Our objectives:

- We have always committed to:
 - Collaborating only with certified suppliers: 100% of our main packaging suppliers, those providing at least 10% of the total packaging and raw materials acquired by B-Lab, are ISO 9001, ISO 14001, FSC®, and SA8000 certified. We will strive to maintain this result in the years to come.
 - Collaborating with customers to provide eco-friendly packaging, both for new customers/products and for transitioning existing products to more sustainable versions. In 2022, we achieved the ambitious goal, one year ahead of schedule, of having at least 50% of total revenue represented by the sale of products with green characteristics (e.g., plastic-free or FSC® certified cardboard). We plan to increase this amount year after year and we are doing so (2024 data: 81% green products sold on total products sold).
 - Preventing and/or reducing environmental impacts resulting from wood consumption, including adherence to FSC® chain of custody for some products (in compliance with FSC-STD-40-004 ver 3.1).
- In the short term, we aim to:
 - Measure our carbon footprint including Scope 3 emissions (already started measuring part of scope 3 in 2024). In the meantime, we are collaborating with them to implement improvement projects (SDG 17) aimed at reducing carbon emissions and improving worker well-being in factories along the entire value chain. Since 2021, we have been measuring our unavoidable greenhouse gas emissions of Scope 1 and 2 and fully offsetting them.
 - Have all our main packaging suppliers evaluated, like us, on the EcoVadis rating platform. As of the last update of this policy, over 30% of B-Lab's main packaging suppliers have been evaluated by EcoVadis.

Alessandria, 17.10.2025

The Management



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APPOINTMENT OF INTEGRATED SYSTEMS MANAGER

The Management of **B-Lab (Italia) Srl**, with this communication, appoints **Ms. Chiara Ferretti** as the responsible person for the integrated system, who is expressly appointed to:

- Spread the culture and knowledge of the Integrated System within the Company;
- Activate a system for analyzing the context, stakeholder expectations, sustainability risks, and business risks that ensure business continuity, aiming for continuous improvement of its processes;
- Monitor the degree of achievement of the set objectives;
- Obtain indications on the adequacy of the resources involved.

Alessandria, 09.02.2024

The Management



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