Integrated Policy

Vision, Mission and Company Principles

Since 1998, Exena S.r.l. has been operating with the aim of protecting the world of professionals, designing and manufacturing safety footwear characterised by high technological and quality standards to ensure maximum safety in all working conditions. Exena recognises that market leadership and long-term success are inextricably linked to the creation of sustainable value for the environment, for people and for the communities in which it operates.

For this reason, the Management has chosen to evolve its Integrated Policy towards a model based entirely on ESG (Environmental, Social, Governance) criteria, embedding sustainability and continuous improvement into every strategic and operational decision.

Environmental sustainability and protecting the planet

Exena is committed to minimising the environmental impact of its activities and to promoting ecologically sustainable economic models, focusing on:

1) **Sourcing sustainable materials**: progressively increasing the use of recycled, recyclable, eco-friendly raw materials or those sourced from certified supply chains, whilst reducing the use of harmful chemicals in footwear.

2) **Energy efficiency and resource use**: optimising the consumption of energy, water and raw materials within the factories and offices in Civitanova Marche, encouraging the use of renewable energy sources and reducing consumption.

3) **Responsible waste management**: minimising production waste, enhancing recycling channels and ensuring the proper disposal of waste.

4) **Management systems**: to maintain and implement the standards of excellence set out by management systems to ensure strict and proactive compliance with environmental legislation.

Social responsibility, a people-centred approach and safety

Exena's core business is, by its very nature, focused on the protection of human life. This value is reflected both externally, through product reliability, and internally, through respect for our workforce:

1) **Health and safety at work**: ensuring a safe, healthy and stimulating working environment for all our staff, eliminating risks and promoting a culture of prevention.

2) **Development of human capital**: fostering professional and personal growth through continuous training programmes and the promotion of a corporate culture based on wellbeing and work-life balance.

3) **Inclusion, diversity and equity**: combating all forms of discrimination based on gender, sexual orientation, ethnicity or religion, and ensuring equal treatment and equal opportunities at all levels of the organisation.

4) **Supply chain responsibility**: requiring business partners and suppliers to adhere to the same standards, ensuring respect for workers' rights throughout the supply chain.

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Business ethics, transparency and integrity

The transparent and ethical conduct of business activities is the cornerstone upon which Exena builds trust with its stakeholders (customers, employees, suppliers and institutions):

1) **A culture of compliance**: operating in strict compliance with applicable regulations, combating any form of corruption or unfair commercial practice.

2) **Dialogue and listening to stakeholders**: ensuring open, transparent and secure communication channels for receiving reports and feedback, whilst guaranteeing an effective and timely complaints handling process to resolve any issues promptly.

3) **Integration of objectives**: defining measurable sustainability targets (KPIs) and monitoring them regularly to ensure that environmental and social commitments are translated into concrete and verifiable actions.

Management Commitment

As Managing Director, I formally undertake to ensure that the necessary human, technological and financial resources are made available for the implementation and monitoring of this Policy. This document is shared with all staff, applied on a daily basis and made publicly available to all stakeholders via the company website.

Civitanova Marche, 24/07/2026

Alfio Cicchinè
Managing Director



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