

INTEGRATED QUALITY, ENVIRONMENT AND SOCIAL RESPONSIBILITY POLICY.

Tiras Cotton S.r.l has structured an integrated policy (quality, environment and social responsibility) aimed at satisfying customer needs and improving performance both in terms of operational effectiveness and in terms of organizational and economic efficiency. According to the growing needs of the market in terms of product quality, compliance with ethical and social values and environmental regulations, the company has defined the context in which it operates and therefore implemented a Quality Management System as an indispensable basic tool for the continuous improvement of the services rendered to the customer.

The constant attention to the customer, both in terms of product quality and compliance with environmental regulations and ethical-social values, has been the engine that has pushed us towards the achievement of new goals and the adoption of new technologies,

The following points and topics concretely represent Tiras Cotton's action with regard to qualitative, environmental and social issues:

- To deal with and manage business risks with competence and objectivity,
- Establish a partnership relationship with the customer, collaborating to face the market and responding to every customer need,
- The constant search for improvement of its productions and related services through and adequate availability of every useful resource, involving human resources in the effective management of quality,
- Establish a climate of collaboration between those who work in the company, paying attention to and training their collaborators on safety and prevention issues,
- Choice of reliable suppliers,
- Administrative management and compliance with current regulations that are increasingly punctual and efficient, constantly improving coordination between company areas,
- Communicate the integrated policy at all company levels, including through digital means (website),
- Introduce computerization as tools for efficiency and optimization of business processes,
- Maintain flexibility in your organization so that it can identify the causes of problems by promptly adopting the necessary measures to solve them,
- Compliance with current regulations on significant environmental impacts by constantly monitoring the production process, in particular water and energy consumption and waste and wastewater production,
- Provide company personnel with the tools and adequate training on the relevant environmental aspects, raising awareness of environmental protection issues.

Tiras Cotton S.r.l undertakes to comply with the main conventions of the ILO (International Labour Organization), national legislation and the conditions provided for by national bargaining regarding:

- Freedom of association and the right to collective bargaining,
- Child labour,
- Health and safety,
- Prevention of discrimination and abuse,
- Regularity and transparency in employment contracts and the payment of wages due,
- The company monitors compliance with the social criteria and informs employees, in the local language, about the content of the minimum social criteria and any other information required by the applicable standard (GOTS and/or GRS),
- The company maintains records for each employee, including name, age, hours worked, and wages paid,
- Allow employees to appoint a representative for social responsibility matters who can liaise with management regarding the implementation status of the social criteria and compliance with those criteria,
- Refrain from using disciplinary measures, terminating employment, or engaging in any other form of discrimination against employees who provide information regarding compliance with the social criteria,

Support the integration of employees from abroad by providing appropriate training opportunities, particularly regarding language skills.

For the year 2025, Tiras Cotton conducted a comprehensive ESG assessment, achieving a risk score of **7/10**, corresponding to a **moderate and stable risk level**, with **above-average overall resilience**.

Tiras Cotton is committed to providing the technical, financial, and professional resources necessary to ensure the achievement of the objectives set out in the Integrated Policy. Control and monitoring activities are also carried out to ensure the understanding, implementation, and dissemination of this policy.

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