

INTEGRATED POLICY

Casalini Libri's Management defines and documents its Integrated Policy by setting relevant company-wide macro-objectives. The policy also serves as a communication tool for stakeholders and is shared with all parties interested.

The Integrated Policy and the objectives set out in the annual plan, organized by business area and process, are shared with all staff through communications and training meetings on the Integrated Management System.

Casalini Libri has always been committed to continuously improving its organization in order to enhance the satisfaction of all those with a direct or indirect interest in the company, while strengthening its image within the social and environmental context in which it operates.

The structure and complexity of the company's processes require a clearly defined organizational framework to ensure standardized procedures that comply with all legal requirements.

To support this, Management has established an organizational structure and working methods aligned with the UNI EN ISO 9001 standard, aimed at preventing deficiencies in products and services and improving operations at every stage of the production cycle.

Furthermore, Management has decided to develop an Integrated Management System compliant with the following standards: UNI EN ISO 9001 for the Quality Management System, UNI EN ISO 14001 for the Environmental Management System, and UNI PDR 125 for Gender Equality.

Strategic Principles

The strategic principles on which the Integrated Management System of CASALINI LIBRI S.p.A. is based are as follows:

➤ Pursuing Customer Satisfaction

Management recognizes that business results depend first and foremost on the ability to meet customer needs. It therefore commits, in full compliance with all legislative and regulatory requirements, to achieving the highest possible level of customer satisfaction by ensuring that processes for identifying customer needs and expectations, translating them into requirements, and fulfilling them are effective and fully operational.

➤ **Staff Involvement and Satisfaction**

Management is equally committed to its staff, with the goal of promoting employee well-being, increasing satisfaction, and encouraging full involvement.

Every member of the company must actively participate in the growth of the Management System, collaborating with Management to define management and operational procedures. They are also responsible for identifying and promptly addressing any non-conformities in relation to the guidelines set out in the Management System documentation, with a view to continuous improvement. For Management, it is essential to guarantee effective Quality management; it is crucial that every employee performs their work in accordance with the requirements expressed by the customer and the integrated management system (ISO 9001:2015, ISO 14001:2015, UNI PDR 125:2022).

➤ **Compliance with Contractual, Legal, and Regulatory Requirements**

Management considers full compliance with EU, national, and all other applicable laws, directives, regulations, and contractual requirements to be essential. Everyone working within the company is therefore required to treat compliance with all legislative and regulatory provisions governing the business' activity as a fundamental part of their role.

➤ **Respect, Commitment, and Environmental Protection**

CASALINI LIBRI S.p.A. carries out its operations with close attention to environmental issues. This commitment is reflected in the adoption of an Environmental Management System compliant with UNI EN ISO 14001. Management is committed to complying with all applicable environmental laws and to continuously improving environmental and energy performance.

➤ **Commitment to Gender Equality (UNI PDR 125)**

CASALINI LIBRI S.p.A. is committed to ensuring equal opportunities for women and men in every aspect of working life by preventing discrimination and promoting an inclusive environment. This policy is based on zero tolerance for any form of discrimination or abuse and on the adoption of specific measures in the following areas:

- **Culture and Strategy:** Fostering an inclusive workplace and promoting gender diversity.
- **Governance:** Adopting an organizational model with appropriate safeguards and gender balance in governing bodies.

- HR Processes: Applying inclusive recruitment and people management practices.
- Growth Opportunities: Ensuring equal access to career development and advancement opportunities.
- Remuneration Equity: Promoting fair compensation through a “total reward” approach that includes welfare and well-being.
- Parental Protection: Supporting employees in parenting and caregiving responsibilities.

➤ **Continuous Improvement of the Integrated Management System**

CASALINI LIBRI S.p.A. promotes continuous improvement by setting company objectives, managing risks and opportunities, and using tools such as non-conformity reports and corrective actions.

Management periodically sets the objectives to be achieved and provides the necessary resources. Both the objectives and this Policy are reviewed and updated regularly to remain aligned with the company’s needs. Their adequacy and the results achieved are verified through the Management Review, carried out at least once a year. All employees are required to comply with the Corporate Policy and apply the provisions of the Manual according to their respective responsibilities.

Fiesole, February 25, 2026