

COMPANY POLICY

For Quality, for the Environment and for Health and Safety in the workplace

Nice SpA, international company leader in Home Automation, builds its competitive advantage on the basis of strategic approach of Total Quality, with the global goal the satisfaction of its customers and all the involved parties.

The Quality model adopted by Nice is applied in accordance with requirements of internationally recognized standards referable to the system organization, such as ISO 9001, ISO 14001 and ISO 17025, and integrates with the corporate mission "*Designing a Nice World*", which defines the principal values organization as a whole.

Moreover, the Nice Management recognizes the social and economic importance of protecting the environment, placing environmental considerations as a focal point in the corporate decision-making process; for this reason Nice has decided to undertake an important sustainability path that will engage the company in all its functions and geographical locations. In this context, the LCA study is applied for some products of its core business with the publication of the respective EPD declarations through the process EPD certification.

Finally, Nice aims to improve the health and safety of workers in the workplace, and for this reason it aims to make adequate organizational, instrumental and economic resources available.

In compliance with these principles, Nice SpA promotes all the necessary actions so that the processes and activities are oriented towards achieving the following objectives:

- Maintain an active Quality and Environmental Management System;
- Maintain an active Safety and Health Management System in the workplace;
- Develop innovative products and services with high technological content, low environmental impact and according to the principles of sustainability that meet and anticipate customer expectations. Searching for new technologies that can make the products / services offered more and more efficient and reliable;
- Improve people's quality of life by offering the best way to live and manage space. Different solutions with the same purpose: to satisfy the desire of comfort with functional products, with an emotional design and constant innovation;
- Increase customer satisfaction:
 - offering a wide range of latest generation products, with the main goal of making the offer of integrated systems for the home, even more complete and competitive;
 - focusing on constant training, in order to be updated on the most recent regulations and news about products, to ensure maximum safety and compliance of installed systems;
 - being widely present in the territory, through its own direct sales offices and its sales staff;
 - providing an efficient and highly qualified after-sales service;
 - ensuring fast delivery, strictly controlling all deliveries.
- Investing in the continuous growth of human resources by having adequate infrastructures, involving and motivating staff in achieving company objectives, spreading the related implementation programs in the company and creating a stimulating and dynamic teamwork environment;
- Spread the culture of quality, ethics, information security, sustainability and Health and Safety in the workplace through appropriate information actions towards all staff and raise awareness;
- Promote a workplace that, inspired by respect, fairness and collaboration, allows the involvement and empowerment of staff. Engage any activities in accordance with the principles and values of Company ethics defined in the Ethical Code, which the company has adopted as an integral part of its organizational model;
- Optimize and control internal processes, through the rationalization of purchasing and management costs and those deriving from returns, complaints, non-conformities and waste;

COMPANY POLICY

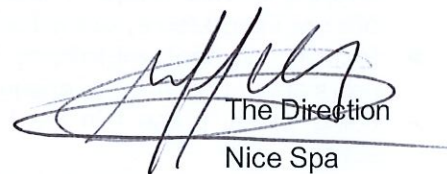
For Quality, for the Environment and for Health and Safety in the workplace

- Act in full compliance with the national and international regulations and laws in force and applicable to the business sector of the company, including environmental regulations and agreements in force on occupational health and safety;
- Carry out continue analysis and evaluations in order to prevent risks and improve performance;
- Implement and maintain infrastructure, plant and machinery maintenance programs; ensure safe storage and use of substances;
- Prevent the occurrence of accidents and cases of work-related ill health by managing the health and safety risks in the workplace;
- Engage and consult with employees on day-to-day health and safety conditions;
- Implement emergency procedures - evacuation in the event of a fire or other significant accident;
- Prevent pollution caused by our activities and products, with an impact on the environment;
- Develop, manufacture, and market products and services that are safe for their intended use, efficient in their use of energy, respectful of the environment, and that can be reused, recycled or disposed of safely;
- Minimize the production of waste, promote separate collection and preserve natural resource; Create awareness among employees and suppliers for the optimization of resources through their reduction, recycling and reuse;
- Measure and monitor operational activities with significant environmental impact;
- Implement continuous improvement in all activities that impact on the environment;
- Prevent emergency conditions attributable to fire hazards;
- Create and maintain a privileged relationship with suppliers, establishing a reward system based on a periodic assessment of compliance with the specifications assigned and with the shared delivery terms.

Nice promotes comprehension and spreading of Company Policy to the whole staff.

The Company Policy is reviewed and, if necessary, updated during the Management Review.

Oderzo, January 26th 2023



The Direction
Nice Spa