



LAST TECHNOLOGY

SUSTAINABILITY POLICY





OBJETIVOS

- Who are our sustainable policy targets?
- Who pursues this policy?



VALORES

- Who are our people?
- What do we promote?



PRINCIPIOS

- Protect the people
- Act with integrity
- Protect the environment
- Protect the resources and our business identity



OUR SUSTAINABILITY POLICY:

- constitutes one of the pillars of the Company's Governance model, which regulates its way of working and expresses the values that the Workforce – as defined below – shares and promotes, aware that behaviours inspired by the principles of integrity, transparency and responsibility constitute an important drivers of economic and social progress;
- it is applied to all the Board of Directors members, managers and full-time and part-time employees, to all temporary employees and to other persons and companies acting on behalf of the Company, anywhere in the world (overall defined as "Workforce");
- it is approved and updated by Last Technology Srl's Board of Directors



OBJECTIVES

Policy Targets

OUR VALUES

THE PERSON AND THE TEAM

We promote:

- INTEGRITY
- EXCELLENCE
- KINDNESS

We empower each of our people to express their full potential and to be part of something greater.

[Back to Index](#)





**PROTECT
INDIVIDUALS**

**ACT WITH
INTEGRITY**

**PROTECTING
RESOURCES
AND
CORPORATE
IDENTITY**

**COMMIT TO
ACTING
RESPONSIBLY
TOWARDS THE
ENVIRONMENT**



PROTECT INDIVIDUALS

We are committed to respecting, protecting and promoting human rights of all persons directly or indirectly affected by the operations and activities of LAST, committing ourselves to supporting the adoption of actions aimed at making lasting improvements to working practices and conditions, also in our supply chain.

For this reason, we expect our suppliers and partners to commit to sharing the principles contained in our Policy.

PROTECT HUMAN RIGHTS

Respect of human rights is one of the fundamental value of LAST.

We want an environment that promotes values and encourages ethical conduct, in order to create a context of collaborative work in which the dignity of each individual is respected and in which there is no room for forms of discrimination.



GUARANTEE A FAIR WORKING ENVIRONMENT

We are committed to ensuring an equal and non-discriminatory environment in which anyone is assessed according to their personal contribution.

We consider the issues of “diversity and inclusion” as strategic elements for our Company and plurality and diversities as sources of enrichment and social development.

We can only achieve this if everyone takes responsibility and treats colleagues, customers, suppliers and visitors with respect, transparency and professionalism. More specifically, each of us must work to promote equity and to ensure an environment - both in the offices and in the factory, or everywhere on the move - without violent behaviour and harassment, without forms of abuse and age discrimination, ethnicity, gender, sexual, political or religious orientation.

ASSURE HEALTH AND SAFETY

We guarantee a safe working environment and comply the highest health and safety national and international standards, best practices and the ISO standards of reference, monitoring compliance, and promoting and encouraging a culture of accident prevention, health protection and workplace risk awareness.

The protection of health and safety are fundamental principles for LAST and we actively promote, in particular through the offer of information and training content designed to promote and support individual safety, well-being and a healthy lifestyle.

We call on all our employees to strictly observe safety standards and to exercise a constant vigilance in order to identify potential risks, promptly addressing them. Moreover, we ask our trading partners to observe the same rules.

In addition, we are committed to ensuring that our products and services do not compromise the health, safety and physical integrity of our customers and people in general.

VALUE THE PEOPLE

We believe in our people as an indispensable element for the existence, the future development and the success of the Company and for this we value their skills and competences, so that each of us is in a position to best express our potential.

We promote diversity and equal employment opportunities, particularly between genders, for each employee or candidate, including through performance evaluation based on merit, competence and fair treatment criteria in relation to the role, behaviours and results achieved.

In order to stimulate a process of continuous improvement, we organize and promote training programs for our people, aware that skills and their growth are our fundamental asset.

We believe in the power of sharing, exchange of ideas and free comparison, in order to create that fundamental synergy that characterizes teamwork, feeds a process of continuous and sustainable innovation, giving rise to results of excellence.

ACT WITH INTEGRITY

We operate with **responsability** and **integrity**. in compliance with national and international laws and regulations and the same we require from our suppliers and business partners.

RESPECT THE LEGALITY OF BUSINESS MANAGEMENT

Compliance with internal and external regulations is essential for LAST to operate globally, protecting its reputation. Achieving positive results is also based on our ability to comply with laws and regulations, including internal rules governing our processes.

We therefore act in full compliance with applicable laws, including those relating to anti-corruption, anti-money laundering, exports and protection of personal data.

We adopt models of organization, management and control in continuous evolution to prevent the risk of acting in violation of the aforesaid norms, verifying the respect of the principles of behavior and of the garrisons of control that regulate our internal processes.

We require all our suppliers and partners to ensure compliance with applicable laws and regulations in relation to any activity or business that these third parties conduct in the name and/or on behalf of LAST.

AVOIDING SITUATIONS OF CONFLICT OF INTEREST

We handle situations of conflict of interest, current or potential, with the utmost rigour in order to ensure the impartiality of the decisions we are called to take and with the aim of spreading a culture of integrity within LAST.

We require our people to pay attention to situations that may interfere with the ability to make decisions in the interest of the Company and we require that they refrain from engaging in personal activities by exploiting membership in the Company.

We encourage requests for support and the communication of situations of conflict of interest, even if only potential, that must be evaluated also with reference to the families of the people of LAST.



REGULARITY OF ACCOUNTING AND NON-FINANCIAL DATA

We are committed to maintaining accounting records and non-financial data clearly and transparently and to ensuring that all accounting records, and not, are authentic, reliable and verifiable.

We train the personnel responsible for the registration and management of accounting operations and non-financial data so that it follows the correct processes, respecting the principle of segregation of functions and approval levels.

We keep, in compliance with the applicable regulations and regulations, adequate documentation to support the activity carried out, so that we can reconstruct a timely operation and identify the parties involved.

WE OPERATE RESPONSIBLY TO THE ENVIRONMENT

The use of sustainable business practices is an integral part of our transformation process, which aims to match the business objectives of the present with minimising the negative impact on current and future generations and resources.

In particular, we are committed to the responsible use of environmental resources and to positively influencing the people and communities in which we operate.

We believe that our suppliers play a significant role in supporting us in this process and, to this end, we ask them to operate in line with our principles of environmental protection, so as to ensure compliance with regional standards and regulations, applicable national and international.

An aerial photograph of a dense forest. A narrow road runs vertically on the left side of the image, with a small red car visible near the bottom. The trees are mostly green, but many have turned a bright yellow, suggesting autumn. The lighting is bright, creating high contrast between the sunlit yellow leaves and the deep green of the surrounding forest.

PROTECT THE ENVIRONMENT

Environmental protection is a decisive aspect that we promote in the overall approach to our business.

We are committed to producing and marketing products that meet the highest standards in terms of environmental performance and safety.

We develop and implement innovative technical solutions to minimize environmental impact and improve plant and process efficiency.

TAKING ACTION AGAINST CLIMATE CHANGE

We intend to combat climate change by reducing our emissions and supporting the process of evolution towards a low-carbon economy, also through the search for innovative technological solutions and the development of partnerships and synergies to accelerate and give greater impetus to the processes of change.

To this end, we establish action plans to reduce our direct and indirect greenhouse gas emissions, setting scientific targets and monitoring progress transparently, without prejudice to the importance that our suppliers also act similarly to support LAST's de-carbonisation strategy, in line with the Paris Climate Agreement.

GIVING VALUE TO OUR SUPPLY CHAIN

We see collaboration with our supply chain as an integral part of our success, so we are committed to sustainable sourcing practices and teaming with our suppliers.

The selection of suppliers is based not only on the quality and competitiveness of their products and services, but also on their adherence to social, ethical and environmental principles.

LAST expects in particular its suppliers to take concrete action to limit their consumption of energy, natural resources, water and raw materials; to increase their rate of reuse and recycling of materials; comply with all applicable biodiversity legislation; identify, monitor and deal with substances that are hazardous to health or the environment and adopt new processes and best practices not only to ensure the supply of parts and components, but also for the environment and for health and safety.

If a supplier does not comply with these principles, we reserve the right to seek alternative sources of supply.

SUPPORTING THE COMMUNITIES IN WHICH WE OPERATE

In line with our values, we want to play a key role in supporting the communities in which we operate, with a view to common growth.

We maintain a continuous and transparent dialogue with the Communities and with the main local stakeholders involved directly and/or indirectly in our activities and in the development of social initiatives. The support to various associations and local authorities testify to our commitment in this regard.

PROTECTING RESOURCES AND CORPORATE IDENTITY

[Back to Index](#)

Reputation is the most important asset of LAST; every behavior we do inside and outside the company must be inspired by **maximum transparency** and **fairness**.

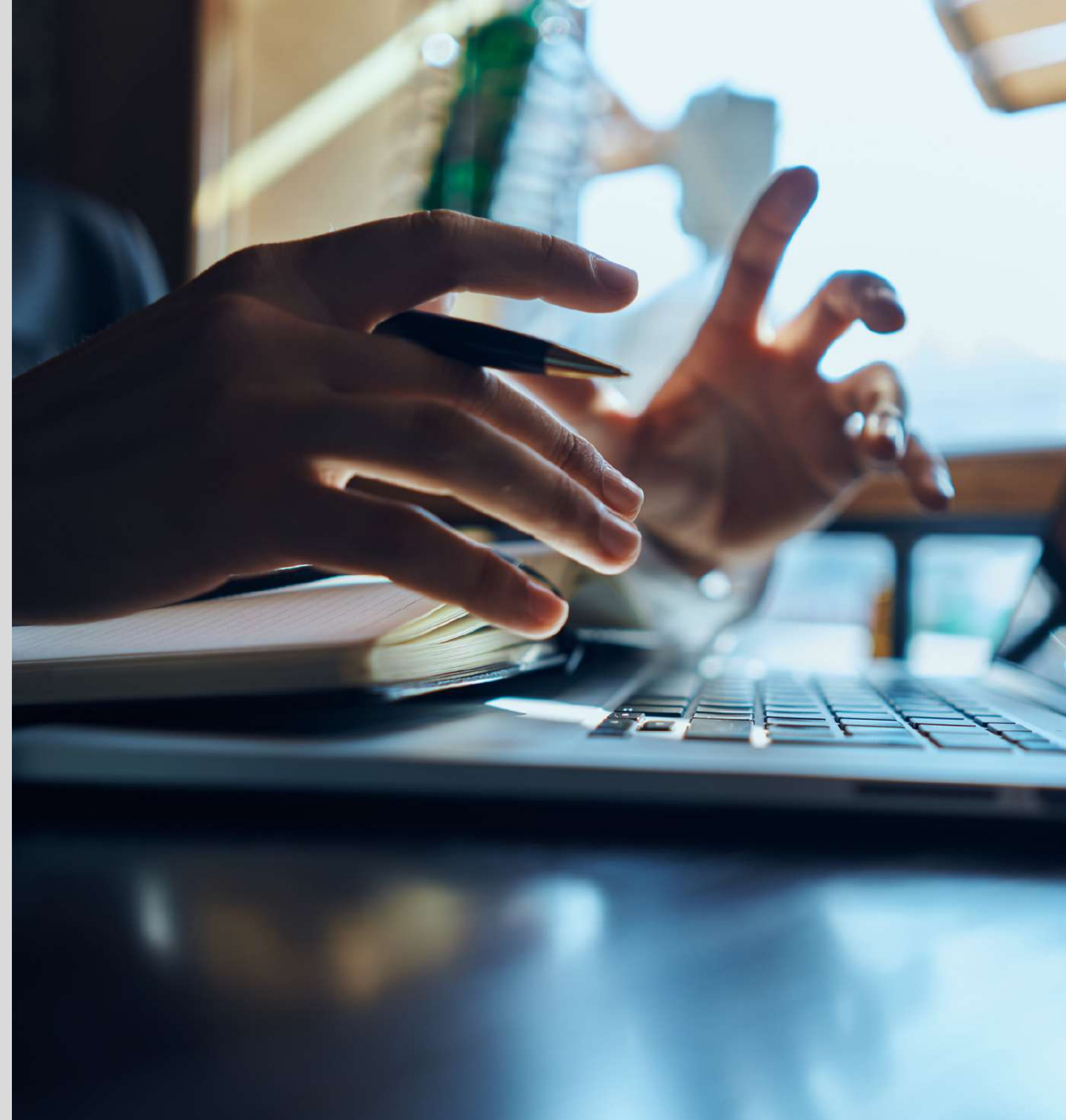


COMMUNICATE EFFECTIVELY

A clear and open communication, within our Society and towards our interlocutors, is the basis for creating effective relationships.

We are committed to delivering consistent and accurate messages to our stakeholders through competent business functions.

We dialogue with the media and communicate through our social media responsibly, evaluating with the utmost attention the content and materials to be disclosed





PROTECT OUR ASSETS

We protect our history and our future by properly using LAST's assets, safeguarding them from damage, theft or unauthorized use, both during the working relationship with LAST and after its termination.

This applies to all types of assets - tangible, intangible and financial - including our intellectual property rights represented by patents, trademarks, know-how and trade secrets.

We take the utmost care to protect the personal data of individuals who are part of LAST and those who come into contact with us.

The management of confidential information and personal data, as well as all business assets, must be in accordance with applicable rules and internal procedures.



PROTECTING THE COMPANY'S REPUTATION

Reputation is the perception that the various stakeholders of LAST have of the company and we must therefore enhance it through our daily behavior, without putting it at risk.

In addition, we choose our partners who adhere to our principles in order to protect LAST's reputation in a comprehensive and long-term vision.