

# Sustainability Policy 2025



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# Deroma Group's Commitment

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Since 1955, Deroma Group has developed and produced pots designed for the well-being of plants, and gardening tools. We believe that growing healthy plants means fully enjoying their beauty but also, and above all, cultivating oneself and making one's time flourish.

Along with our focus on an individual and immersive experience that gives space to one's personality, we also combine the desire to evolve as a responsible and sustainable business.



## Our Vision

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The transition from a "modernity oriented towards development without limits" to an "enhancement of the individual experience in time and space", within a rediscovered centrality of the plant world and a growing attention to individual well-being and to "being good" in the community.

## Our Mission

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Deroma recognises the unique nature of the individual, within an infinite spectrum of possible choices, and strives to provide all the Tools to fully live the 'own' Gardening Experience, its relationship with the world of plants, recognising the uniqueness of each individual.

# General principles

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The main purpose of this document is to regulate the guiding principles of the Group, in line with the company's values and code of ethics.

Here are the value pillars of **Deroma Group's** activities:

- **Human rights**

Place the person and their rights first, fostering a culture of equality, inclusion, equity, and respect for diversity;

- **Rule of Law**

Always comply, in all circumstances, with local, national and international regulations wherever one operates, and implement organisation, control and management models aimed at preventing illicit acts and crimes;

- **Transparency**

Always representing clearly, accurately and in an accessible way the relevant data to the stakeholders involved in the various levels of business activity;

- **Sustainability**

Be aware of the inextricable links between the economic, social and environmental dimensions and weigh one's actions in consideration of their impact on the community and the environment;

- **Excellence**

Have the technical and relational know-how to create the best products on the market and position yourself as a leader in the sector;

- **Innovation**

Anticipate change through the contribution of ideas, flexibility and open-mindedness, going beyond current standards;

- **Customer-Oriented focus**

Knowing the target market, being aware of customer needs and seeking the best operational solutions to ensure their interests quickly and efficiently. We are constantly committed to complying with the provisions of the Consumer Code, with particular reference to false or misleading communications to customers regarding our products, safety and mandatory information.

# Code of Ethics

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The Deroma Group Code of Ethics represents the fundamental principles and values that guide our business activities. This document is the cornerstone of our commitment to transparency, integrity and responsibility in every professional relationship, both within the organization and with our external partners.

- **Integrity and honesty**

Strict compliance with local, national and international regulations.

- **Respect for human rights**

Promote dignity, equality, gender equality, and the appreciation of diversity in all workplace settings.

- **Sustainability**

An ongoing commitment to reducing environmental impact and promoting responsible development.

- **Transparency and Professionalism**

Ensuring clarity and accuracy in the information provided to our stakeholders.

The Code of Ethics is an integral part of our Organization, Management and Control Model adopted pursuant to Legislative Decree 231/2001 and constitutes a guide for all employees, collaborators, suppliers and stakeholders.

Field of Action

**ENVIRONMENT  
ENERGY EFFICIENCY  
CLIMATE CHANGE**

**HUMAN RESOURCES  
HEALTH AND SAFETY  
GENDER EQUALITY**

**QUALITY**

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# Environment

The primary objective of environmental policy is to carefully analyze environmental impacts in order to minimize them, ensuring the implementation of the following:

- The application and active maintenance of an **Environmental Management System**, as from our ISO 14001 standard;
- Full **compliance** with all applicable legislation, whether mandatory or voluntarily undertaken;
- Safeguarding the environment through the constant reduction of environmental impacts in order to preserve the **territory**, the ecosystem and biodiversity;
- The definition of environmental **improvement** objectives and related performance indicators;
- The promotion of a conscious and efficient use of **natural resources** and raw materials.

# Energy Efficiency

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The primary objective of the energy policy is to pursue constant efficiency in the use of all resources needed in the production of products and services. To this end, Deroma Group operates in order to ensure:

- Strictly comply with all applicable legislation, whether mandatory or voluntarily undertaken;
- Ensure efficient use of energy resources in plants and equipment also through constant monitoring of consumption;
- Promote a conscious and responsible use of energy resources in order to **eliminate waste**;
- Define energy efficiency objectives and related performance indicators;
- Pursue constant technological improvement through the implementation of systems, machines and equipment with high energy saving **performance**.

# Addressing Climate Change

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The primary focus of our Climate Change Policy is to adopt strategies that have a concrete **positive impact** in terms of carbon reduction, ensuring the implementation of the following challenges:

- Managing business processes by evaluating their impact in terms of climate change, helping to limit the temperature increase to 1.5 °C compared to the pre-industrial period;
- Scientifically measuring our impacts by evaluating their implications in terms of environmental impacts;
- Achieve carbon neutrality through a structured, multi-year decarbonisation journey;
- Define **carbon reduction** targets and related performance indicators;
- Implementing a path of constant reduction in the use of energy obtained from fossil fuels in favor of renewable energy.





## Human Resources Policy

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The primary target of the Human Resources Management Policy is to enhance people by accompanying them on a path of **professional growth** in line with the skills acquired, ensuring the implementation of the following points:

- Ensure the best working conditions in order to allow everyone to fulfil themselves, promoting the development of technical and **transversal skills** also through a continuous training system;
- Promote a healthy and positive corporate climate where the **principles of equality** and inclusion are welcomed;
- Promote **social dialogue** through periodic discussions with union representatives democratically elected by workers;
- Ensure the protection of human rights and diversity in line with what is adopted in the **Code of Ethics**;
- Promote a balance between social and working life by implementing flexibility actions in order to meet the needs of employees;
- Provide for a fair approach towards any candidate during the selection and hiring phase, preventing any discriminatory behavior.
- Ensure transparent policies for internal mobility and succession planning for potential managerial positions, with careful attention to career development.

# Health and Safety at work

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The primary target of the Safety Policy is to ensure that all workers enjoy full well-being in carrying out their activities. Deroma Group therefore aims to operate by ensuring the implementation of the following points:

- Implement, apply and maintain an active Health and Safety Management System;
- Strictly comply with all applicable legislation, whether mandatory or voluntarily undertaken;
- **Eliminate and if not possible minimize risks** to the health and safety of workers and interested parties;
- Define health and safety improvement targets and related performance indicators;
- Promote the culture and awareness of the importance of health and safety at work throughout the supply chain;
- Ensure the adoption of safe behaviors through constant information, training and education of workers and interested parties;
- Build communication channels to ensure the involvement of all workers in **prevention** and protection **processes**.

# Gender Equality

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The primary target of the Gender Equality Policy is to demonstrate that diversity, inclusion and at the same time the absence of any discrimination in the workplace are fundamental tools for the improvement and growth of the company. To this end, Deroma Group works to:

- Implement a Gender Equality Management System, ensuring the respect of all constitutional principles of **parity and equality**;
- Adopt measures that promote the inclusion of diversity and effective equality of opportunities regardless of gender;
- Spread internally a culture that promotes gender equality as a founding value of the Company;
- Ensure that all employees are treated with dignity and respect, valuing them as people, preventing any form of discrimination, physical and verbal abuse in the workplace;
- Ensure equal conditions, professional growth and salary for all collaborators;
- Ensure the possibility of accessing the tools provided for the promotion of parenthood, guaranteeing previous working conditions and supporting all collaborators in the reintegration phase.
- Guarantee fair and balanced gender representation in conferences, panels, and all public communication events.



## Quality

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The primary target of the Quality Policy is to pursue the full satisfaction of its customers and stakeholders in general, through compliance with the established standards and the principles of continuous improvement, ensuring the implementation of the following points:

- Apply and maintain an active Quality Management System, as required by the ISO9001 standard;
- Direct business processes taking into account the context in which they operate, in order to ensure full satisfaction of the expectations of interested parties;
- Comply with the requirements, legislative obligations and contractual agreements;
- Design, organize and produce products and services in such a way as to satisfy the needs and expectations of its customers in terms of quality;
- Develop appropriate control systems to monitor the quality level of products and services;
- Define quality improvement targets and related performance indicators;
- Involve and make all internal and external collaborators aware of the importance of operating according to the principles of continuous improvement as a tool for achieving the set targets.



# Distribution and Updates

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This document is distributed to all internal and external interested parties and together with the Code of Ethics defines the general principles on which Deroma Group bases its business model.

This version of the Sustainability Policy is released on 13/05/2025, and will be updated whenever there are significant changes.

This version of the document can be consulted and downloaded from the website [www.deroma.com](http://www.deroma.com)

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