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## QUALITY

The management of the Medici Ermete & Figli srl company aims to offer typical wines of Emilia Romagna region to the various market segments at the right quality / price ratio, maintaining and affirming its position in the market.

The fundamental aims that the management sets are:

- To Promote and enhance the wine production of the most suitable areas of Emilia Romagna region, with a specific focus on the typical Lambrusco production areas;
- To Increase the level of satisfaction of its customers and stakeholders to always improve the company offer;
- To Ensure compliance with national and international mandatory legislation with the purposes of fulfilling the quality and safety requirements of products and processes, as well as the customers requirements;
- To Respect the efficiency and to re-examine the Quality Management System in compliance with the FSSC 2200 standard and the HACCP Self-Control System;
- To Analyze the business context through the risk-based thinking model in order to identify and manage risks and seize the opportunities for business improvement concerning food safety and management;
- To Involve and train staff at all levels on themes like food safety, good hygiene and working practices, spreading the awareness of these practices' importance in order to guarantee a healthy and processed product;
- To Evaluate and qualify suppliers by establishing a mutual trust relationship;
- To Improve production efficiency by ensuring human and financial resources, guaranteeing the compliance of machinery and equipment processes;
- To Improve communication and maintain a high image among all stakeholders

Medici Ermete & Figli srl is committed to ensure that the values and objectives are consistent with the company context, directly involving the whole company staff, in order to ensure the continuous improvement of its performance.

## ETHICS

The management of Medici Ermete & Figli srl is committed to follow the laws on human rights.

With regard to its employees and collaborators, it undertakes to comply with trade union agreements and ethical principles as required by the basic code of Ethical Trade Initiative and by the ILO (International Labor Organization) conventions.

In particular, the management of Medici Ermete & Figli srl is committed to:

- Do not incur in forced labor
- Protect human and workers rights as required by law
- Do not withhold identity documents, leaving the worker free to leave the company upon notice required by the CCNL
- Grant the workers right to join the trade union, taking on an attitude of respect and collaboration with them
- Do not assume coercive attitudes towards the employee representative (s)
- Provide a safe and healthy work environment, assessing the risks and taking all necessary measures to eliminate or reduce them
- Do not incur child labor
- Respect the rules of the CCNL, provide remuneration according to the conditions established by the same and pay the agreed salaries monthly
- Pay the contributions both for the company and for the worker
- Respect the working hours established by law and make use of overtime work on an occasional and non-repetitive basis. Overtime work should not in any way be a substitute for a regular commitment
- Promote equal opportunities and do not practice any discrimination based on sex, caste, nationality, religion, age, marital status, sexual orientation, membership to trade unions or political parties
- Do not tolerate corruption, extortion, embezzlement or bribery
- Take the necessary measures to avoid environmental degradation

## ENERGETIC

The Top Management in line with the Company's Mission and in compliance with the requirements of the ISO 50001: 2018 defines The Energy Management Policy of Medici Ermete & Figli srl.

Medici Ermete & Figli considers Energy Management as one of the fundamental factors for sustainable development and works actively for the definition and implementation of good practices for the energy efficiency of production and auxiliary factories and for the continuous improvement of performances.

Top Management is aware that the commitment and involvement of top management are essential elements for the development and improvement of the Energy Management System and establishes its policies and strategic objectives.

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The priority objectives that Medici Ermete & Figli srl intends to pursue are:

- To comply with the applicable legislative requirements and any other requirements signed in relation to the use and consumption of energy and energy efficiency;
- To reduce energy consumption through interventions on end use systems;
- To periodically monitor, measure and analyze their energy performance;
- To achieve the objectives of effectiveness and efficiency of energy processes, analyzing the results obtained in order to identify and intervene on potential areas for possible improvements;
- To ensure the financial and human resources to achieve the set objectives;
- To support the supplies of energy efficient products and services that have an impact on energy performance;
- To ensure the exchange of information inside and outside its structure in order to guarantee the involvement of all staff and suppliers in the continuous improvement process;
- To promote the development of an internal culture oriented towards saving and the correct use of energy, encouraging this process also with adequate training interventions, included in the various moments of its staff's updating program ;
- To promote initiatives with the goal of raising the awareness of internal and external personnel (workers) on the subject of energy saving.

## SUSTAINABILITY

In the current historical context, sustainability has become the key element in today's planning strategies and business activities in order to protect environmental, economic and social resources for the coming generations. In order to contribute to sustainable development for the protection of its stakeholders and future generations, Medici Ermete & Figli srl expresses its commitment by introducing improvements in the aspects of social, economic and environmental management, and in the protection of people's health and safety. With this on top of their mind, Medici Ermete management hopes that its product can acquire added value, not only for its intrinsic quality, but also for the values that are promoted and respected in its production; and it is on this principle that the company achieved Organic Certification for the entire vineyard in 2020, guaranteeing the consumer the absence of synthetic products in the wines of its own production and processing in full protection of the environment and sustainable development.

The company operates according to the principles of integrity, honesty, loyalty and transparency in compliance with national and international conventions and declarations on human and workers' rights, ensuring the protection of moral integrity and working conditions that respect people's dignity.

Today, to improve its path towards sustainability, Medici Ermete intends to take a further step: obtaining the Sustainability Certification according to the SOPD Equalitas standard.

Through precise verifiable and measurable indicators, we want to guarantee the sustainability of our company in the three different areas:

1. **Environmental:** thanks to biodiversity in our vineyards, organic production and good processing practices;
2. **Social:** through a good organization of workers, which promotes welfare, prevents all forms of discrimination and develops training and workers' rights;
3. **Economic:** making use of a good management control, an adequate plan for the growth of workers and good economic practices towards suppliers and customers.

Our company formally undertakes to ensure that this policy is understood, implemented and supported by all collaborators through a company training and awareness program and continuous verification of the system through an annual Management Review of the process and performance indicators. To comply with what has been stated, it makes its resources available since it firmly believes that this is a necessary and indispensable condition for strengthening its position and guaranteeing long lasting and defensible competitive advantages over time.

