

# 通过 照明带来社会创新

依古姿妮对可持续未来的承诺和目标

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## 依古姿妮对可持续未来的承诺和目标

我们是一家为建筑和照明文化发展服务的国际集团，按照可持续发展的原则运作。

我们公司成立于 1959 年，今天，我们已成为一个众所周知的致力于研究、创造和管理各种形式照明的卓越的中心，也是一个具有强大的、深深植根于行业的设计和创新使命的生产中心。我们生产的室内和室外照明系统，利用光来改善文化、工作、零售和城市场所、基础设施和酒店及生活领域中人与人之间的关系。

照明作为社会创新的一个元素，一直是我们的标志。六十多年来，我们与领先的建筑师、照明设计师和工程工作室合作，创造了创新的、高性能的、智能的照明设计，增强了建筑和空间。灯光使我们能够创造出更安全、更适合社交、更舒适的场所，并有助于影响人们的情绪以及自然和艺术的色彩和形式。这就是为什么我们采用了四个准则来发展我们通过照明进行社会创新的愿景：即，**连接性、文化、设计、可持续性**。

### 我们的价值观

人性、诚信、开放、创新和美丽是我们负责任的承诺所基于的价值观。

- 1. 人性** - 我们的工作在于促进人类、公司和环境的福祉方面发挥着重要作用。对人的关心和欣赏、同理心、工作关系和互惠互信是我们所有活动的基础。
- 2. 诚信** - 伦理、道德、责任和遵守规则是我们保证人、地方和社会可持续发展的准则。我们每天投资于环境安全和保护，以保障我们的未来。
- 3. 开放** - 我们通过我们的历史和国家保持紧密的联系和坚实的根基，为国际社会的发展做出贡献。我们喜欢在一个没有边界的网络中运作，将差异视为一种成长的方式。
- 4. 创新** - 想象力、创造力和进取心是我们思考、存在和工作方式的重要组成部分。无论是在公司的概念还是在行业的发展方面，我们都对我们的研究传统感到非常自豪。
- 5. 美丽** - 我们以自身的敏锐，通过我们的行为、我们解决方案的智慧和我们的服务，来提升世界的美。我们以热情和细心进行持续改进和卓越的研究，以激发情感和奇迹。

### 我们的准则和我们对可持续性的承诺

在我们的原则和行为准则（231/2001 号法令）的指导下，我们遵守法格赫集团制定的行为准则（我们于 2019 年加入），我们集团的运作遵守可靠和诚实的原则，尊重人和我们所做的承诺。我们相信长期的业务关系，在这种关系中，我们--与我们的合作伙伴一起--**为坚实的成果**

奠定基础，将业务增长和财务稳健与社会和环境的可持续性结合起来。



2020 可持续性报告, 法格赫集团

我们对**可持续和负责任**的公司发展的承诺符合联合国的 2030 年可持续发展议程，我们从中选择了 17 个**可持续发展目标**（SDG）中的四个作为我们的关键优先事项：

- **清洁和可获得的能源**（SDG n. 7）--确保每个人都能获得负担得起的、可靠的、可持续的和现代的能源系统；
- **可持续的城市和社区**（SDG n. 11）--使城市具有包容性、安全性、复原力和可持续性；
- **负责任的消费和生产**（SDG n. 12）- 确保可持续的消费和生产模式。
- **气候行动**（SDG n. 13）--采取紧急行动，应对气候变化及其影响。



**Affordable and clean energy**

Ensure access to affordable, reliable, sustainable and modern energy for all



**Sustainable cities and communities**

Make cities and human settlements inclusive, safe, resilient and sustainable



**Responsible consumption and production**

Ensure sustainable consumption and production patterns



**Climate action**

Take urgent action to combat climate change and its impacts

2020 可持续性报告, 法格赫集团

**我们的员工**

人是我们业务的核心，也是我们在公司内部和外部增长的决定性因素。我们每天都投资于员工的培训和福利，改善我们的工作环境，特别是每天与我们一起工作的人（除了我们的员工、供应商和客户）的健康和安全，以使我们所处的地理区域能够受益。

我们在意大利和国外有 3 个生产基地和 41 个业务办事处，分布在 5 大洲。我们雇用了 1360 名员工。763 名在意大利，597 名在国外。我们的主要生产基地在雷卡纳蒂，但我们在上海和蒙特利尔也有基地--面向亚太和北美市场。所有这些都完美地整合在一个全球物流网络中，目的是在一个集中协调的框架内利用当地的专业知识和技术。集团的其他公司在其各自的国家推广并在其国内销售 iGuzzini 品牌产品。

有关我们承诺的更多信息，请参考我们的 "人权和工作条件政策"、"冲突矿产政策"、"工作场所的健康和安全政策"、"可持续供应链政策"和"质量政策"。

### **我们的价值链**

我们相信构建持久的专业关系的重要性。我们不断地投资于改进工艺，以及我们的产品和服务，并积极致力于确保我们的公司和商业伙伴适当考虑环境问题和社会承诺。所有三个生产基地都使用当地的供应链。有关这一主题的更多信息，请参考我们的 "可持续供应链政策"、"冲突矿产政策"、"人权和工作条件政策"和"质量政策"。

### **我们对环境的责任**

控制我们的活动和解决方案对环境的影响是我们的关键优先事项之一。保护环境，减少风险，从而保护人们的健康和安全，以及节约能源、提高能源效率和改善整体能源性能，是保证我们经营的地理区域的保护和发展以及提高公司竞争力的基本因素。有关我们承诺的更多信息，请参考我们的 "环境和高效能源消耗政策"和"质量政策"。

## 关于人权和工作条件的政策

遵守人权和保证最佳工作条件是我们公司文化和战略的基本要素，也是绝对的优先事项。因此，本政策代表了依古姿妮对这一问题的公开承诺，并确认了激励公司选择和行为的价值观（见下文的经营原则）。除了依古姿妮行为准则（231 号法令）和法格赫集团行为准则外，本政策还引入了有关人权的国际条约和公约，如《国际人权法案》，包括联合国（ONU）《世界人权宣言》，以及国际劳工组织（ILO）的基本公约。

### 适用领域

本政策适用于所有依古姿妮生产基地和运营办公室。公司的每个人都必须遵守其原则和内容，包括员工、经理和董事会成员。任何在我们设施内工作的公司也必须遵守该政策。该政策中规定的原则也适用于我们的供应商。

### 运营原则

这些原则也是我们价值宪章的组成部分

- 1. 人性** - 我们的工作促进人类、公司和环境的福祉方面发挥着重要作用。对人的关心和欣赏、同理心、工作关系和互惠互信是我们所有活动的基础。
- 2. 诚信** - 伦理、道德、责任和遵守规则是我们保证人、地方和社会可持续发展的准则。我们每天投资于环境安全和保护，以保障我们的未来。
- 3. 开放** - 我们通过与我们的历史和国家保持紧密的联系和坚实的根基，为国际社会的发展做出贡献。我们喜欢在一个没有边界的网络中运作，将差异视为一种成长的方式。
- 4. 创新** - 想象力、创造力和进取心是我们思考、存在和工作方式的重要组成部分。无论是在公司的概念还是在行业的发展方面，我们都对我们的研究传统感到非常自豪。
- 5. 美丽** - 我们以自身的敏锐，通过我们的行为、我们解决方案的智慧和我们的服务，来提升世界的美。我们以热情和细心进行持续改进和卓越的研究，以激发情感和奇迹。

### 我们的承诺

#### 合规性和合法性

所有依古姿妮的生产单位都必须完全遵守其所在国家有关活动的法律和法规。任何形式的腐败、贿赂或不道德的公司行为都是不能容忍的。

#### 不使用童工或强迫劳动

## Policy on Human Rights and Working Conditions

Observing human rights and guaranteeing the best working conditions are the essential elements on which our company culture and strategy is based and which constitutes an absolute priority. This Policy therefore represents iGuzzini's public commitment to this issue and confirms the values (see operating principles below) that inspire the company's choices and conduct. In addition to the iGuzzini Code of Behaviour (Leg. decree 231) and the Fagerhult Group Code of Conduct, this Policy transposes the international treaties and conventions regarding human rights, like the International Bill of Human Rights, including the United Nations (ONU) Universal Declaration of Human Rights, and the basic conventions of the International Labour Organization (ILO). iGuzzini also helps achieve the 2030 Agenda Sustainable Development Goals (SDGs).

### Fields for application:

This Policy applies to all iGuzzini production sites and operational offices. Each person, in the company is required to observe its principles and contents. This includes employees, managers and members of the Board of Directors. Any companies that work within our facilities are also required to observe it. The principles stipulated in the Policy also extend to our suppliers.

### Operating principles

These principles are also part of our Charter of Values

1. **Humanity** - Our work plays an important role in promoting the well-being of mankind, the company and the environment. Caring for and appreciating people, empathy, working relationships and reciprocal trust are the foundations of all our activities.
2. **Integrity** - Ethics, morality, responsibility and playing by the rules are our guidelines for guaranteeing the sustainable growth of people, the local area and society. We invest daily in environmental safety and protection to safeguard our future.
3. **Openness** - We contribute to the development of an international community by maintaining strong bonds and solid roots with our history and homeland. We love operating in a network with no borders that sees differences as a way of growing.
4. **Imagination** - Curiosity, creativity and enterprise are essential components of our way of thinking, being and working. Innovation.
5. **Beauty** - We use our sensitivity to enhance the beauty of the world through our conduct, the intelligence of our solutions and our services. We conduct research into continuous improvement and excellence with passion and care to stimulate emotion and wonder.

## **Our commitments**

### **Compliance and**

#### **legality**

All iGuzzini production units must operate in full compliance of the laws and regulations governing the activities they conduct in the countries they are located in. No form of corruption, bribery or unethical company practice is tolerated.

#### **No child or forced labour**

iGuzzini respects international conventions regarding human rights. It supports and respects basic human rights in all its activities. It will not tolerate, in any circumstance, child labour and it respects the minimum employment age in compliance with local legislation. It also rejects any knowing use of forced or obligatory labour, including slave labour, forced labour for prison inmates and any form of harassment or physical, sexual, psychological or verbal maltreatment, intimidation or abuse.

#### **Working hours and a fair wage**

Employees cannot be requested to work beyond the limits established by the legislation in force in the local area. The salaries paid and the services supplied in compliance with the standards stipulated for the category in question, including overtime and other compensation, must be equal to or above the minimum level guaranteed by the law and collective labour agreements for the category.

#### **Protecting health and safety in the workplace**

iGuzzini is committed to offering high safety standards in the workplace for both its own employees and the people who work with us on a daily basis (e.g. suppliers, customers). Every production unit must adopt the provisions required for the prevention and management of potential occupational accidents and illnesses.

In accordance with the relevant national regulations, iGuzzini operates in such a way as to identify, assess and reduce all occupational health and safety risks. At the same time it works to continuously improve the working environment for its personnel. Our goal is to reach a stable level of 'zero accidents' and guarantee the operating conditions required to reduce the risk of occupational illnesses.

#### **Diversity and equal opportunities**

iGuzzini recognises and respects diversity and cultural differences, regardless of gender, family status, ethnicity, nationality, sexual orientation, religion, political opinions, age or disability. In every sphere of professional life (recruitment, promotion, remuneration, provision of benefits, training, dismissal and termination of employment) every employee will be considered and treated in a fair and non-discriminatory way.

Our company promotes gender equality in all areas and functions, starting with personnel training and recruitment. We want to encourage the entire company population to choose educational and professional journeys in the technical sphere too. This is why we collaborate with schools, universities and other courses to present the opportunities and challenges our industry offers everyone, regardless of gender.

Our gender diversity policy is based on recognising the value and potential of every individual, regardless of gender. More specifically, our aim is to progressively increase the proportion of women in leadership roles in order to promote an inclusive culture.

### **Training staff and developing their careers**

iGuzzini is committed to training its workers in order to encourage their development and make the company competitive with regard to business and market requirements. The training courses offered by the company are designed to adapt the knowhow and skills required by the role in question and to boost the professional development of iGuzzini workers.

iGuzzini respects all the legal obligations regarding mandatory training activities in the countries it is operating in. Every company in the Group is responsible for ensuring that the mandatory training legally required by the country they are operating in, is provided.

### **Freedom of association and collective bargaining**

All employees are free to exercise their legal right to constitute organisations representing their interests and to become members of them or not. No employee must be subject to intimidation or harassment when exercising these rights. Every workers' right to collective bargaining must be respected.

### **Personnel data and information security**

In compliance with the European Ruling 679/2016 (GDPR) and the regulations in force in each of the countries we operate in, iGuzzini is committed to protecting the integrity, confidentiality and availability of the personal data of each employee, worker (internal or external), consultant, supplier, customer and/or third party that works with the company continually and not temporarily.

### **Responsible supply chain management**

iGuzzini believes that responsible supply chain management is indispensable for guaranteeing high product and service quality standards and achieving continuous process improvement. Quality, ethics, human rights and working conditions, health and safety, the environment and energy are all aspects that are carefully considered and assessed throughout our production and distribution supply chain, from our selection of suppliers to their systematic monitoring and the implementation of training and awareness raising initiatives.

### **Implementation and monitoring**

All employees and suppliers are informed of this Policy, either through specific training sessions designed to suit the roles and responsibility of the employee and given when they first join the company, or by consulting the policy that is published on the company website and intranet. This is why it is available in the languages of the countries the production units are based in. The Policy will



also be regularly revised to ensure it is properly implemented, relevant, and ready to adapt to any changes in the external context.

The Management is responsible for implementing, diffusing and checking that all production units comply with this Policy. These units are also responsible for training employees, who, in turn, are responsible for acting in compliance with this Policy.

The Management also undertakes to regularly monitor that each iGuzzini unit complies with the Policy through prevention activities (training and information on the issues indicated in this Policy) and systematic reporting on the indicators defined in it

### **Violations and whistle blowing**

Employees:

- may be subject to disciplinary action, depending on the facts and circumstances, if the following policy is violated;
- are encouraged and required to refer any problems or violations of this policy to their local HR representative or Chief People Officer and they will in no way be subject to reprisals or other negative consequences;
- can indicate violations by writing to this email address [organismodivigilanza@iguzzini.com](mailto:organismodivigilanza@iguzzini.com). Any communications will remain strictly confidential.



**Cristiano Venturini**

Chief Executive Officer

## Quality Policy

We believe in the importance of constructing, through the combined commitment of iGuzzini and its suppliers, a set of processes for producing and marketing innovative products and services that ensure our customers' expectations are satisfied. This is why in our Quality Policy we have defined our commitment to applying and propagating our principles of **total quality** and **continuous process improvement** throughout the value chain.

### Fields for application:

This Policy applies to all company processes that have an impact on our product/service quality, from purchasing to design and from production to marketing, in all our production sites and operational offices in Italy and abroad.

### Operating principles

iGuzzini has always considered quality as a strategic company tool for achieving effectiveness and efficiency in all company activities, from a reactive, preventive and proactive perspective. It is well aware that the market - in the sense of all the customers in its distribution network - is demanding increasingly higher quality for products (in terms of design, performance, sustainability, reliability and safety) and services (in terms of on-time delivery, flexibility and cost containment). The company is convinced of the absolute need to provide positive responses to these demands and therefore to tackle quality issues in a global and dynamic way in order to achieve total quality and continuous improvement.

Our Quality Management System adopts a process-based approach in order to identify interfaces and achieve customer satisfaction downstream from every process, both on the market and within the organisation itself. It is founded on risk analysis that allows us to determine the factors that may deviate our processes from their planned goals and to implement preventive actions to minimise negative effects and exploit market opportunities by anticipating trends.

### Our commitments

iGuzzini undertakes to:

- **Observe all relevant product and system regulations and standards**, with a special focus on those that impact the health and safety of our customers;
- **Define customer requirements**, both implicit and explicit, **and satisfy them**;

- **Take responsibility for the quality of the company's products, processes and services**, directing the activities of all the company functions accordingly and verifying that these directions are correctly interpreted and applied;
- **Promote a culture of total quality** at all company levels and functions and with suppliers too;
- **Pursue continuous improvement** by regularly defining increasingly challenging quality goals with **zero safety defects** while consistently reducing other flaws too (zero defects concept);
- **Strive for maximum customer satisfaction** (customer care) with a goal of: **zero complaints**;
- **Assess the Quality System regularly**, at least once a year by the Management to ensure it is adequate, effective and improves over time.

### **Implementation and monitoring**

All iGuzzini employees and suppliers are informed of this Policy, the iGuzzini Code of Behaviour and the Fagerhult Group Code of Conduct.

The Management is responsible for activating, monitoring and accounting the Policy as well as updating and reviewing it.



**Cristiano Venturini**

Chief Executive Officer

## Environment and Efficient Energy Consumption Policy

We believe that safeguarding the environment, preventing pollution, conserving biodiversity and using energy sources efficiently are indispensable requirements for developing a sustainable business model that includes the entire product life cycle in its assessment.

### Field of application of the Policy

This Policy applies to all the company processes performed in our production sites and operational offices, to all our product and service suppliers and to the impacts of our products during their use and at the end of their life.

### Operating principles

1. **Compliance and legality** - Observing legal obligations through the robust monitoring of relevant requirements and process checks are the conditions on which to build a culture based on respect for the environment and responsible energy consumption.
2. **The local area and community** - A good relationship with the local community and safeguarding the area in which we live are fundamental conditions for the sustainable growth of the company, that has established itself as a guide for the local social fabric on issues, such as environmental protection and the safeguarding of natural resources in the sphere of local industrial production.
3. **Communication, culture and dialogue** - Training and involving all company staff, and all company stakeholders is fundamental for achieving any goal in the environment and energy sector.
4. **Risk management and prevention** - Correct and prompt risk analysis is essential for avoiding deviations from the processes required to reach company goals and potential emergency situations.
5. **Reliability and innovation** - Selecting products and services, and therefore technologies and reliable suppliers that are updated with the most advanced practices regarding their environmental impact and efficient consumption of resources, is a fundamental requirement for implementing processes that are efficient and effective in the long term, too.
6. **Continuous improvement** - A sustainable business model must be based on stimulating the organisation to continually develop by defining and achieving increasingly challenging goals and identifying opportunities linked to key environmental aspects.

## Our commitments

iGuzzini undertakes to:

- **Contribute to the transition to a low-carbon economy** in both the short and long term through an **absolute reduction in greenhouse gas (GHG) emissions**:
  - **-70%** in Scope 1 and Scope 2, by 2030
  - **-30%** in Scope 3, by 2030
  - **Carbon Neutrality** by 2045 through the elimination or offsetting of all residual GHG emissions.

These targets are aligned with the policies of the Fagerhult Group, which has been validated and approved by the **Science Based Targets initiative (SBTi)**. See link for details:

[sbti-approves-fagerhult-groups-net-zero-science-based-targets.pdf](https://www.sbtigroup.com/press-releases/sbti-approves-fagerhult-groups-net-zero-science-based-targets.pdf)

- **Develop products that continuously reduce their environmental and energy impact measured over their entire life cycle** by applying the principles of ecodesign also by complying with recognised international standards like the **LCA, EPD** etc.;
- **Protect the environment through continuous risk analyses including the adoption of measures to prevent pollution and reduce waste and energy losses;**
- **Reduce the consumption of any drinking water** not used for that purpose, **minimize the consumption of chemical products, eliminate from products any components that cannot be recycled at the end of their life, reduce greenhouse gases and VOC emissions and water pollution, and eliminate the consumption of energy from non-renewable resources;**
- **Promote, through information and training, staff awareness on environmental protection and the responsible use of energy** and disseminate the information and tools required to achieve the goals and targets set;

In line with the Fagerhult Group's Sustainability Policies and the targets defined in the 2015 Paris Agreement (1.5°), the reference baseline is defined by the 2021 emission profile;

## 可持续供应链的政策

我们相信建立长期业务关系的重要性，因为我们相信，我们的互动质量、我们的持续对话以及依古姿妮和其供应商的共同承诺有助于我们开发创新的产品和服务，不断改进我们的流程，并在我们所处的行业中宣传我们的可持续发展原则。这就是为什么在我们的可持续供应链政策中，我们确定了在整个供应链中应用和宣传我们的可持续发展原则的承诺。

### 适用范围

本政策可适用于公司在意大利和国外的所有生产基地和运营办事处的所有原材料、产品和服务的采购。

### 经营原则

- 1. 质量** - 我们相信，与我们的供应链建立密切的工作关系对于在我们的产品、服务和生产活动中达到高水平的质量和可持续性是必不可少的。在不同领域（技术、环境和社会）启动工作关系并宣传最佳实践和合作，是依古姿妮参与并与供应商互动的方式。供应商是帮助我们创造成功产品的战略盟友，能够在质量、创新、效率和性能方面为客户提供最佳服务。
- 2. 可靠和创新** - 我们相信，选择可靠和创新的供应商，他们愿意一起建立积极的工作和长期的关系，从高水平的附加值创造、承诺、社会和环境责任以及灵活性出发，是共同成功的基本要求。
- 3. 邻近的供应链** - 我们鼓励与位于生产单位附近的供应商建立关系，以建立邻近的供应链，保证速度、灵活性、有限的运输和减少二氧化碳排放，同时也促进当地发展。
- 4. 对话和分享专有技能** - 我们让供应商作为材料/生产工艺方面的专家，从项目的初始阶段就参与进来，以便共同确定可以在产品/部件上实施的最高水平的技术、最合适的材料和最不耗能的生产工艺，同时也减少产品/服务的推出时间。目的是通过在竞争日益激烈的市场中优化产品开发时间和成本，获得一个极其有效和高效的外包流程，并包括可持续性和标准化的原则。
- 5. 长期工作关系和持续改进** - 我们寻求与供应商以及在供应商之间建立长期工作关系，其特点是透明和合作。发展、增长和效率始于供应商的选择和认证阶段，在这一阶段，我们启动了一种工作关系，通过一个程序确定这种关系，有相关文档指导，保证了每个人的公正性和平等机会。
- 6. 限制相互依赖** - 我们努力避免相互依赖的情况。我们避免在同一产品类别中形成供应垄断，同时也力求尽可能地限制供应商对依古姿妮订单的依赖程度。

### 我们的承诺

依古姿妮承诺：

- 将可持续发展标准作为供应链流程的一部分，特别是：
  - 识别和评估其自身供应链中潜在的负面社会和环境的影响；以及
  - 根据潜在的负面社会和环境的影响，对不同的供应类型进行分类。

- **要求其供应商和承包商：**

- 遵守有关人权、道德、工作场所的健康和安全、环境和能源的法律和法规；
- 并确保所提供的所有部件/产品都符合 ROHS 和 REACH 标准；
- 签署公司的行为准则（231/2001 法令）和法格赫集团的行为准则。

iGuzzini 承诺对供应商进行适当的筛选/培训，以确保在 2030 年底前全面遵守和签署 CDC。

依古姿妮还承诺：

- **提高我们的供应商和承包商意识**，使他们在其公司和影响范围内应用和推广以下内容：

- 基本劳动原则和权利，包括保护工人的健康和安全，反对任何形式的歧视、强迫劳动或童工，遵守工作时间、正确的报酬和结社自由；
- 诚信和反腐的道德原则；
- 环境保护措施，减少污染和资源浪费，鼓励可持续采购。

- **增加实施可持续发展做法的供应商的得分**，如自愿获得认证（如 SA 8000、ISO 14001、EMAS、ISO 45000、ISO 50000 等）和参加可持续发展计划（如 EcoVadis、联合国全球契约、冲突矿产等）；
- **选择具有可持续生态特性的产品**--这些特性也可以通过特定的标签（如 FSC、PEFC、Ecolabel）来证明--只要其不影响技术和/或质量性能；
- 通过鼓励从当地公司采购材料、产品和服务，**减少我们分销的影响**。

在供应商选择和资格认证过程中，依古姿妮寻求：

- **识别可能存在与人权、道德和环境有关的风险的供应商；**
- **通过分析评估风险**，其中考虑到的参数包括：地理运营区域、所开展的活动类型、声誉和具体的公司特征，并观察其发展和趋势；
- **实施产品供应链绩效的持续评估系统**，以保证所需标准的长期性。持续监测质量趋势、服务水平以及供应商在工人权利、健康和安全、环境和道德问题方面获得的认证的最新情况；
- **运行一个持续的供应商培训计划**，旨在分享公司的最佳可持续发展做法（可持续发展讲座）。
- **进行书面检查（评估问卷）和/或在线或当面审计**，以评估企业社会责任政策和程序的采用情况；
- **制定预防、缓解和改进计划**，甚至与供应商一起制定，其中可能包括政策和程序的扩展、修订和加强；
- 为内部采购人员提供有关可持续采购原则的**持续培训**；
- **定期监测**在可持续采购方面取得的成果。

依古姿妮已经为自己设定了以下目标：

- 具有潜在环境和/或社会风险且未通过第三方在这些方面充分认证的供应商。这些供应商将得到 iGuzzini 的支持，以制定绿色能源、减少排放、废物回收等方面的改进目标。

- 到 2030 年底，所有具有环境/社会风险特征的供应商都将获得有关其环境和/或社会影响的第三方认证。

### 实施和监督

所有依古姿妮员工和供应商都将被告知本政策、依古姿妮行为准则和法格赫集团的行为准则。

管理层负责激活、监测和核算该政策，并对其进行更新和审查。



**Cristiano Venturini**

首席执行官



## 关于冲突矿物的政策

对于依古姿妮来说，负责地采购矿物是其对可持续发展承诺的重要组成部分。我们打算根据《多德·弗兰克法案》和欧盟法规 UE 2017/821 的要求，尽一切努力确保我们采购链中的产品和部件不含有助长刚果民主共和国（DRC）或任何边境国家（安哥拉、布隆迪、中非共和国、刚果共和国、卢旺达、苏丹南部、坦桑尼亚、乌干达和赞比亚）冲突的矿物。因此，我们期望我们的供应商作出类似的承诺，并采取措施保证其制造的产品中所包含的钽、锡、钨和金（也称为'3TG 矿物'）与刚果民主共和国或任何接壤国家（以下简称'冲突地区'）没有直接或间接的联系。

### 适用范围

本政策适用于在意大利和国外所有生产基地的所有原材料、产品和服务的采购。

### 我们的承诺

依古姿妮承诺设计和开发不含 "冲突矿产" 的产品，特别是不故意购买来自 "冲突地区" 矿场和铸造厂的含有 3TG 的材料或部件，且未被认证为 "无冲突"。

更具体地说，依古姿妮承诺：

- 要求其供应商分析并确认所提供的部件/产品是否含有一种或多种 3TG；
- 要求其供应商分享他们的冲突矿产政策，并提高任何没有这种政策的供应商的认识，以便在其影响范围内应用和推广旨在保证其产品中存在的 3TG 金属不会直接或间接资助或鼓励 RDC 或任何边境国家的武装团体；
- 要求其供应商分享或采用尽职调查措施和管理系统，以保证所提供的产品是 "无冲突矿产"；
- 要求其供应链进行合作，在所提供的产品不属于 "无冲突矿产" 的情况下及时向依古姿妮指出。

在其供应商选择、资格认证和监督过程中，依古姿妮承诺将：

- 增加对有 "冲突矿产" 采购具体政策的供应商的评分。
- 要求其供应商通过使用冲突矿物报告模板（CMRT）调查表参与 "冲突矿物合规计划"。
- 帮助供应商，必要时提供专门的培训，以了解更多关于和实施管理系统。

### 实施和监督

所有依古姿妮员工和供应商都将被告知本政策、依古姿妮行为准则和法格赫集团的行为准则。

管理层负责激活、监测和核算该政策，并对其进行更新和审查。



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