

KONG SPA INTEGRATED POLICY

KONG SpA is a leading company in the design, production and marketing of technical safety equipment for sports, professional and rescue purposes. The company's mission is to guarantee maximum protection to those who work at height or in harsh environments, through reliable, innovative and rigorously tested solutions. Production activities take place in the 10,000 m2 plant in Monte Marenzo (LC), where each device is subjected to strict controls to ensure the highest quality standards.

Deeply rooted in the territory, KONG SpA draws inspiration from the environment that surrounds it: the mountains, the Adda River, the airfield, the natural heritage are an integral part of its identity. The passion for the mountains, flight, attention to safety and reliability represent fundamental values, which guide every strategic choice in the continuous search for excellence.

The desire to combine economic development, value creation and respect for the environment and people is the basis of the adoption of an integrated management system, which combines social responsibility, valorization of human capital, quality, environmental sustainability and health and safety.

ETHICAL PRINCIPLES AND GOALS

KONG SpA is an inclusive, responsible company committed to promoting a development model based on respect for human rights, equity, integrity, transparency and the centrality of the person. The company recognizes the value of diversity and business ethics as fundamental elements for sustainable growth and the well-being of all stakeholders, and directs its policies towards the promotion of equal opportunities, proper working conditions, social responsibility along the supply chain and prevention of all forms of discrimination, exploitation and corruption.

KONG SpA promotes a fair and sustainable organizational culture, with particular attention to:

Inclusion and equal opportunities

- Creating an inclusive work environment where every person can express their potential without discrimination.
- Definition of company policies aimed at supporting the conciliation between work and family life, through flexibility measures and dedicated benefits, with particular attention to the protection of maternity/paternity
- Implement fair and transparent HR processes, with evaluation criteria based on skills and merit.
- Promoting gender equality in leadership and responsibility roles.
- Activation of internal mobility and succession to managerial positions consistent with the principles of an inclusive organization that respects gender equality
- Establish reporting mechanisms to ensure a respectful and discrimination-free work environment.
- Continuous training of all employees on social responsibility issues, to increase awareness and promote behaviors consistent with corporate values.
- Continuous monitoring of implemented actions to ensure constant improvement.

Rights and working conditions

- Strict respect for human and workers' rights, preventing and combating all forms of exploitation of child or forced labor.
- Ensuring decent working conditions, protecting the health, safety and well-being of all staff.
- Guaranteeing fair and adequate remuneration for all employees, ensuring that wages meet minimum levels.
- Promotion of freedom of association and collective bargaining.

Responsibility along the supply chain

- Diffusion of the principles of social responsibility and sustainability throughout the production chain, involving suppliers and partners.
- Promoting the integration of environmental, social and ethical criteria in supplier selection and evaluation processes, to contribute to a responsible and sustainable supply chain.
- Strengthening dialogue and collaboration with supply chain partners to identify common opportunities for improvement in sustainability, with particular attention to transparency, respect for human rights and reduction of environmental impacts.

Integrity and prevention of corruption

- Adoption of measures aimed at preventing any form of corruption, whether active or passive, direct or indirect.
- Promoting integrity, transparency and fairness in relationships with customers, suppliers, public administrations and other stakeholders.
- Identify and manage risks related to illicit practices through internal controls and anonymous reporting procedures.

Dedicated internal committees are responsible for periodically checking progress and proposing improvement actions, ensuring compliance with the commitments undertaken by the company.

GENERAL PRINCIPLES FOR BUSINESS

KONG SpA is committed to:

- Satisfying the needs of customers, employees and collaborators.
- Comply with environmental regulations and improve eco-design.
- Operating in a sustainable context.
- Continuously improve quality, services and corporate reputation.
- Ensure the professional growth of people.
- Ensure the effective application of management systems.
- Periodically review company policy to ensure alignment with objectives.
- Foster technological and digital innovation to optimize business processes.

GENERAL BUSINESS GOALS

Quality

Attention to quality is a fundamental pillar of KONG SpA, which for decades has invested in research and development of innovative solutions to offer customers increasingly high-performance products. For this reason, the company is committed to:

- Maintain a high level of customer satisfaction through continuous improvement of production processes and services.
- Develop innovative products through constant technological research and the use of advanced materials.
- Involve all collaborators in the search for quality and optimization of company processes.
- Carefully select suppliers, treating them as strategic partners to ensure the best value for money and deliveries
- Ensure product safety not only by complying with mandatory regulations, but also through rigorous checks and tests performed by specialized personnel.
- Provide technical training to customers to ensure safe and effective use of products.
- Strengthen the revision service of devices to increase their durability and safety over time.
- Organize certified courses, such as IRATA and GWO, to support professionals operating in extreme conditions.

Environment

Being a responsible company also means reducing the environmental impact of its activities. KONG SpA has chosen to adopt a proactive approach to sustainability and is committed to:

- Strictly comply with current environmental regulations.
- Reduce the pollution and the environmental impact of production processes through improved waste management and optimisation of energy and water use.
- Use eco-friendly materials and promote the recycling and reparability of products.
- Increase the use of energy from renewable sources to reduce CO₂ emissions.
- Raise employee awareness of the importance of environmental protection and promote responsible behavior.

Health and Safety at Work

Workers' safety is an absolute priority for KONG SpA, which is constantly committed to creating a protected working environment that complies with the highest international standards. With this in mind, the company has defined the following objectives:

- Ensure safe and healthy working conditions for all employees and contractors.
- Comply with health and safety regulations at work and go beyond the minimum legal requirements.
- Reduce the risk of accidents and occupational diseases through preventive hazard analysis and the implementation of appropriate protection measures.
- Provide ongoing training to staff to improve risk awareness and foster a culture of safety.
- Monitor any incidents and accidents to identify areas for improvement and adopt effective prevention strategies.
- Conduct periodic audits to verify the effective application of safety measures and identify any critical issues.

Organizational Model and Regulatory Standards

KONG SpA guarantees:

- An organization compliant with Legislative Decree 231/01 for the prevention of corporate risks.
- Compliance with Regulation (EU) 2016/425 on the safety of personal protective equipment, Regulation (EU) 2017/745 on medical devices and Regulation (EU) 2023/988 on general product safety.
- Collaboration at the national and international level in the drafting and/or modification of existing CE/ISO/ANSI standards.
- Collaborations with customers and partners to create value and anticipate market needs.
- A high level of professionalism through training courses and research and development activities.
- Independence, transparency and impartiality in decision-making and evaluation processes.
- A management system based on a risk-based thinking approach to prevent critical issues and seize opportunities for improvement.

DISTRIBUTION AND MONITORING

This policy is communicated at all levels of the company through meetings, posting on company noticeboards and publication on the website. The objectives are monitored and updated regularly by the Management, which is committed to ensuring the continuous evolution of the integrated management system.

Monte Marenzo, May 19th, 2025



KONG SpA
The President
Dr. Marco Bonaiti