



Lenti S.r.l., in line with the principles of Kering Eyewear S.p.A., sets out its corporate vision through this policy, which encompasses quality, safety, the environment, social responsibility and sustainability.

The company considers the following to be fundamental:

- the satisfaction of employees, customers and all stakeholders;
- the protection of health and safety in the workplace;
- compliance with quality requirements, both aesthetic and performance-related;
- the rational use of energy and resources, promoting environmentally sustainable and socially responsible practices;
- respect for the human rights and dignity of all people working for the company or within its supply chain, in line with the principles and criteria of ethical standards;

All employees, contractors and partners undertake to uphold the values of this policy, which is based on continuous improvement, through the following actions:

- Complying with applicable regulations and requirements (quality, health, safety, the environment, social responsibility and sustainability).
- Understanding and meeting customers' requirements and expectations, whilst offering ongoing support.
- Ensuring that products reflect the creativity and spirit of customers' brands, whilst upholding quality, functionality, safety and consumer protection.
- Identifying, assessing and managing health and safety risks, eliminating them where possible or minimising them. This assessment also covers psychosocial risks and risks arising from disasters or emergencies.
- Improve health and safety performance through dedicated objectives and programmes, involving and consulting staff.
- Enhance staff skills and awareness.
- Optimise processes, products and services to enhance customer satisfaction.
- Reduce energy consumption and environmental impact.
- Encourage compliance, throughout the supply chain, with Kering's standards and guidelines for sustainable production, in order to promote development in line with the Kering Group's ambitious sustainability objectives.
- Ensure the recruitment, training and organisation of staff, guaranteeing a working environment free from harassment, bullying, intimidation and retaliation, and ensuring respect for freedom of association and workers' right to collective bargaining.
- Communicate clearly and transparently with all stakeholders.
- Promote principles of ethical and social responsibility throughout the supply chain.
- To promote sustainable and environmentally friendly development throughout the entire production chain.
- To purchase energy-efficient products and services and support design solutions that improve energy performance.
- To adopt a goal-oriented approach, measuring progress through key performance indicators (KPIs).
- To respect the rights of young workers and not to employ child labour in breach of ethical standards;



MANAGEMENT SYSTEM POLICY

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- To ensure that the conditions of recruitment, employment and termination of employment are free, fair and transparent, and to combat all forms of forced or compulsory labour and modern slavery;
- To ensure that working hours, wages and benefits are sufficient to provide a decent standard of living, in compliance with statutory limits on ordinary and overtime hours;
- To protect staff privacy and personal data, handling them securely and confidentially;
- To establish, maintain and monitor internal and external complaints mechanisms that are accessible, confidential and free from retaliation, available to staff and other stakeholders;
- To require business partners and suppliers to comply with the principles of ethical standards, by adopting a Supplier Code of Conduct.

Management is committed to:

- Setting periodic objectives to reduce risks, in accordance with the UNI EN ISO 9001, UNI EN ISO 45001, SA8000 and ISCC PLUS standards.
- Providing the necessary resources to achieve the targets and monitor the results.
- Involve employees and stakeholders in shared objectives.
- Promote continuous staff training.
- Seek solutions that meet and anticipate customer needs.
- Periodically review this policy, ensuring it is communicated to and accessible by employees and stakeholders.
- Assess and reduce the company's impact on climate change.
- Promote compliance with the Kering Eyewear S.p.A. Code of Ethics, combating all forms of discrimination, valuing people and supporting the local community.
- Identify and assess risks and impacts on the human rights of workers and stakeholders, and plan preventive and mitigating measures;
- Facilitate the establishment and operation of the Social Performance Team, ensuring meaningful worker involvement;
- Make information available to relevant stakeholders on the company's performance regarding decent work and human rights.

Brembate Sopra, 26 August 2026

Lenti Representative
Marco Negri

