



Sustainability Policy

Hawai Italia has always been committed to creating value by making research and development an integral part of its DNA. Today, the challenge is even greater, maintaining our mission but with sustainable development. The term sustainability is defined as "Meeting the needs of the present generation without compromising those of future generations." The new goal we set for ourselves is precisely this, to continue to innovate without precluding the possibility to our successors.

Introduction:

The concept of sustainability, compared to its early versions, has undergone a profound evolution, moving from a vision primarily focused on ecological aspects to a more comprehensive meaning that considers not only the environmental dimension but also the economic and social dimensions. The awareness that the growth of our company is inseparably linked to the well-being of those who experience it, their families, and the territory in which we operate has led us, in the year 2022, to assess the sustainability of our activities based on ESG criteria, also measuring alignment with the Sustainable Development Goals (SDGs) defined by the ONU in the Agenda 2030.

Behind the acronym ESG, increasingly known outside the realms of finance and sustainability, are three very clear terms: Environmental, Social, and Governance. These are three fundamental dimensions for verifying, measuring, and supporting an organization's sustainability commitment through product purchases or investment choices.

We believe that following a correct, transparent, and responsible conduct is crucial for enhancing and preserving our brand's identity and reputation over time. These are the essential prerequisites for developing our business sustainably, focusing on creating and protecting value chains for all stakeholders. In line with this commitment, in this document, we aim to outline the guiding principles of our strategy for long-term sustainable growth, through the minimization of impacts resulting from our activities.

Our Commitments

With the contribution of key business functions and under the leadership of the group management, the commitments we have undertaken focus on several priority directions aimed at creating a development model within which internal and external stakeholders can collaborate to achieve common goals. Being sustainable requires an active and collaborative commitment from all involved actors. To precisely define material issues and establish specific targets that reflect the expectations of the entire supply chain, it is essential to involve and listen to all stakeholders. Stakeholders include not only our employees but also suppliers, customers, local communities, and other key partners. Each of them brings a unique and valuable perspective that contributes to defining what is truly important on our journey towards sustainability. Active stakeholder engagement will enable us to identify critical issues that concern not only the company but the entire value chain. This process of active engagement helps establish open and transparent dialogue with stakeholders, creating a common understanding of the challenges and opportunities related to sustainability. Through the sharing of information, assessments, and feedback, we will be able to build consensus on which issues are most relevant and prioritized for each member of the supply chain.

We aim to shape the transformation of our company around six fundamental pillars that will guide our choices: people, partners, society, planet, business, governance. In the current economic context, the need to operate in harmony with our planet and society, attention to the environment, the well-being of people, and contributing to the achievement of the Sustainable Development Goals (SDGs) become imperative. As an organization, we are committed to promoting sustainability through a series of concrete actions, embracing the three ESG macro areas::



Ambientale



Sociale



Governance

1. **People:** Our people are the cornerstone of our success. We commit to ensuring a safe and inclusive work environment, promoting diversity and equality. We invest in the training and development of our employees, recognizing their key role in achieving our mission.
2. **Partners:** *Our business partners are an extension of ourselves. We want to collaborate with suppliers and customers who share our sustainability values, encouraging them to adopt responsible practices. We aim to reduce the environmental impact of the supply chain and promote ethical trade.*
3. **Society:** *We recognize our role in society as an agent of change. We support local communities through corporate social responsibility initiatives and contribute to the sustainable growth of the regions in which we operate. We believe that the company has a social responsibility that goes beyond mere economic growth.*
4. **Planet:** *Protecting our planet is crucial. We want to reduce the environmental impact of our operations through the adoption of sustainable practices. We commit to minimizing carbon emissions by reducing resource waste, promoting the use of renewable energy sources, and improving efficiency in production processes.*
5. **Business:** *Sustainability is fundamental to the long-term success of our business. We invest in research and development to create eco-friendly products and services. These investments help us stay ahead in the rapidly evolving market.*
6. **Governance:** *Strong governance is essential to ensure our dedication to sustainability. We implement rigorous ethical and compliance standards to ensure transparent and responsible management of the company.*



Environmental Commitment

Our mission has long been rooted in the principles of environmental sustainability, and we consistently work to integrate them into every aspect of our operations. We are actively committed to achieving a series of SDGs (Sustainable Development Goals) related to environmental issues.

Sustainable Energy Sources: We commit to reducing our environmental impact by adopting renewable and sustainable energy sources. Part of the energy powering our operations comes from green sources, thereby reducing carbon emissions and contributing to the fight against climate change.

Raw Materials: We carefully select high-performance materials for our products. This not only ensures the quality and durability of our items but also helps reduce the consumption of natural resources and the generation of waste.

Green Product Lines: We have developed a range of products called "Grinn," designed and manufactured with the environment in mind. These products incorporate innovative solutions to minimize ecological impact from production to application. The adopted technology significantly reduces plastic usage by 20%, leading to a substantial decrease in energy consumption during the production process and consequently, a significant reduction in emissions. The application becomes remarkably straightforward due to the elimination of a component. Adding to this the unique advantages of composite materials, such as lightness, design, and a variety of colors, we have a product line promising to revolutionize the global footwear industry.

Highly Efficient Machinery: We have invested in state-of-the-art machinery with a focus on energy efficiency. These devices enable us to improve the efficiency of our operations and reduce overall energy consumption.

Ecodesign: Our design aims to minimize waste at every stage of the production process. We use intelligent design and optimized processes to minimize material waste, contributing to the preservation of natural resources.

Recycling: We are committed to minimizing waste, all of which is correctly managed and treated. We have adopted methodologies to directly reuse part of the processing waste, thus contributing to reducing our overall environmental impact.

CO2 Offset: In addition to the initiatives to minimize our environmental impact, we actively engage in implementing projects aimed at offsetting CO2 emissions.



Social Commitment

We are determined to continue our commitment to social responsibility, a path that has always represented a fundamental pillar of our corporate philosophy. This commitment is reflected in various key aspects, each of which is essential for the well-being of our employees and our positive contribution to the community.

Employee Value:

We recognize that our success is closely tied to the well-being and fulfilment of our employees, for whom we have deep respect. We believe that acknowledging and recognizing the abilities of our collaborators are essential for our shared future. We will continue to invest in the empowerment and job satisfaction of our staff, creating an inclusive work environment where any form of inequality is minimized, and at the same time, a rewarding place where every member can thrive and develop professionally. Employee satisfaction can be measured by the average tenure of our employees and the significant increase in the incoming turnover percentage in recent years. We want to continue on this path by increasingly involving our staff in the assessment and implementation of activities to improve working conditions. Another aspect we aim to focus on is the reduction of the gender gap. We acknowledge that gender inequalities are still a reality in many sectors, but we are determined to challenge them. We commit to promoting gender equality at all levels of the company, recognizing that a diverse workforce is crucial for our success and societal progress.

Workplace Health and Safety:

The health and safety of our employees are non-negotiable priorities for us. We want to ensure a safe workplace where everyone can perform their duties without concerns for their well-being. We will continue to invest in safety training programs, adopting preventive measures to mitigate potential risks.

Training:

Our commitment to staff development remains unwavering. We will continue to invest in training and skill development for our personnel, offering continuous learning opportunities to help our employees grow and progress in their careers. We believe that employee training can help define the group's shared mission, vision, and values. We aim to create a sense of identity and unity among our staff through team-building activities.

Community Development:

We are actively committed to promoting community development through collaboration with social cooperatives in our outsourcing operations. Additionally, we support initiatives benefiting organizations engaged in social and environmental causes in the local community."



Commitment in business management

We want to continue on the path of transforming our business model, in order to align with the main reference standards for Corporate Social Responsibility (CSR). This implies the synergistic integration of the concepts of economic, legal, ethical responsibility, and community support. Our vision is to consider these four foundations as interconnected elements, without assigning greater importance to one over the other. Our goal is to use our entrepreneurial activity as a positive force for the common good, in the collective interest. Our company operates in the production and distribution of goods, a process based on transforming ideas into products that requires the management of a complex system of social relations and the use of technical skills to respond to market dynamics while ensuring that we operate in harmony with the ecosystem in which we operate. For this reason, we are committed to ensuring responsible and efficient financial management, including the integration of strategic risk management related to the resilience of our supply chain and challenges related to climate change. Our intention is to adopt proactive strategies to address these issues, and in line with what has been outlined before, we intend to base our corporate mission on the concept of creating shared value. This means that we are committed to creating value not only for our company but also for all stakeholders with whom we collaborate. This shared value perspective will have a positive impact not only on the community in which we operate but also on the surrounding environment.

Code of Ethics:

In the year 2023, we have developed our first Code of Ethics, which clearly outlines the set of shared values, rules, and principles of conduct. These principles, present since the foundation of our organization, serve as a foundation for internal and external relations and characterize the conduct of business operations. The Code of Ethics has been conceived with the aim of assisting the various actors involved in the organization in recognizing ambiguous or potentially risky situations that may arise during the implementation of activities. Furthermore, it aims to promote transparency and dispel any uncertainties regarding relationships or behaviors that could prejudice our company.

Stakeholder Engagement:

We have initiated a process of active dialogue and engagement with stakeholders to develop a business strategy in line with their expectations. This strategy not only takes into account their needs but also serves as a guide for changes and as a tool to prevent potential negative impacts related to business management. The process involves a series of inquiries aimed at creating a materiality matrix that will help us identify issues related to Sustainable Development Goals to focus our attention on.

Communication and Transparency:

We want to communicate the importance of various dimensions of sustainability in a comprehensive and accurate manner. We are committed to being accountable for our performance by defining specific goals and targets."

Scope of application

The Sustainability Policy is implemented by Hawai Italia S.r.l. in accordance with the Code of Ethics and all other corporate policies. The company actively encourages suppliers and customers to adhere to the principles and provisions outlined in this document, where applicable.

Reporting and Communication

The policy is available in the sustainability section of Hawai's website, along with the sustainability report detailing the company's social, environmental, and economic performance.

Approval and Review

The Sustainability Policy was approved by the Board of Directors of Hawai Italia S.r.l. on 09.11.2023. The document will undergo review and/or modification whenever adjustments are deemed necessary in response to significant changes in the company's business or sustainability strategy.