



Sustainability Policy for suppliers

Miko S.r.l., a leader in producing non-woven materials for the automotive industry, is dedicated to advancing sustainability across our operations. We acknowledge our role in reducing environmental impact, supporting our communities, and fostering ethical business practices. This sustainability policy outlines our commitment and approach, in alignment with our certifications including ISO 9001, ISO 14001, and IATF 16949.

Miko is aware of the importance of its supply chain for the fulfilment of its objectives, given its international operations and the impact on its turnover and volume. This document therefore establishes the basic operational principles related to ethical, social, and environmental conduct that Miko expects from all its suppliers, in alignment with the ten principles of the UN Global Compact.

This Policy sets out the basic principles and general framework of action for the company's relationship with its different stakeholders and, more specifically, the commitment it has made to integrate the principles of responsibility and sustainability into the management of its supply chain.

We are committed to promoting sustainability and responsible business practices. We recognize our responsibility to protect and preserve the environment, uphold animal welfare, and ensure the well-being of all stakeholders. To this end, we have developed this comprehensive sustainability policy to address key areas of concern, including land, forest, and water rights, decarbonization, water quality, consumption and management, animal-free products and production in accordance with PETA and vegan labels, as well as our initiatives in water depuration and renewable energy, and FSC-certified forest projects.

Social and Governance

Miko is committed to fostering a workplace that upholds the highest standards of labor rights, human rights, diversity, equity, and inclusion (DEI), promoting fair competition, managing conflicts of interest, and safeguarding whistleblowers. We recognize the fundamental principles of dignity, equality, and fair treatment for all individuals, and we are dedicated to promoting and protecting these rights, values, and principles.

Labor Rights

Miko does not employ child labor, defined as individuals under the legal working age in their respective jurisdictions. We adhere to all applicable labor laws and international standards concerning young workers, ensuring they have the necessary protections and opportunities for education and personal development.



We provide fair wages and benefits that meet or exceed local legal requirements. We ensure that all employees are compensated fairly for their work, without discrimination based on gender, age, or any other protected status.

Miko adheres to working hour regulations in accordance with applicable labor laws. We ensure that employees have reasonable working hours, with appropriate rest periods and work-life balance.

Human Rights

Miko has a zero-tolerance policy for modern slavery and human trafficking. We do not engage in, support, or tolerate these practices within our operations or supply chain. We conduct due diligence to identify and mitigate the risk of modern slavery in our business activities.

We follow ethical recruitment practices to protect workers from exploitation. We do not engage in deceptive or coercive recruitment practices, and we work with recruitment agencies that adhere to the same principles.

We respect the rights and cultural heritage of minorities and indigenous peoples. We do not engage in practices that discriminate against or harm these communities.

Miko respects the rights of workers to form associations and engage in collective bargaining. We do not interfere with or hinder these rights, and we maintain open channels of communication with employee representatives.

We maintain a workplace free from discrimination and harassment. We do not tolerate discrimination or harassment based on race, color, religion, gender, sexual orientation, age, disability, or any other protected status.

Women's Rights

Miko upholds the rights and well-being of women in the workplace. We promote gender equality, provide equal opportunities, and support initiatives that empower women.

Diversity, Equity, and Inclusion (DEI)

Miko is committed to fostering a diverse, equitable, and inclusive workplace where every individual's unique background and perspective are valued and respected.

We provide equal employment opportunities to all employees and applicants, regardless of their race, color, religion, gender, sexual orientation, gender identity, age, disability, or any other characteristic protected by law.

We promote an inclusive culture that encourages diversity of thought, ideas, and experiences. We actively seek to create an environment where every employee feels heard, valued, and supported.





We establish mechanisms to monitor compliance with this policy and encourage employees to report any violations or concerns. We maintain confidentiality and protect whistleblowers from retaliation. Miko is committed to continuous improvement in labor rights, human rights, DEI, and fair competition practices. We regularly review and update our policies and practices to enhance diversity, equity, inclusion, and fair competition within our organization.

Fair Competition and Anti-Trust

Miko is committed to fair competition in the marketplace. We compete ethically and in compliance with all applicable anti-trust laws and regulations.

We do not engage in anti-competitive behavior, including price fixing, bid rigging, market allocation, or any other practices that violate anti-trust laws.

Miko maintains transparency in our pricing, contracts, and business practices to ensure fair and open competition.

Conflicts of Interest

Miko requires employees to disclose any conflicts of interest that may compromise their judgment or objectivity in carrying out their duties.

Employees must promptly disclose any actual or potential conflicts of interest to their supervisors or the designated company authority. Miko will evaluate disclosed conflicts of interest and take appropriate action to address and resolve them in a manner that upholds the integrity of our business.

Whistleblowing and Protection Against Retaliation

Miko encourages employees to report any wrongdoing, unethical behavior, violations of this policy, or other concerns through established reporting channels.

Reports will be handled confidentially to the extent permitted by law, and the identity of whistleblowers will be fully protected possible.

Miko strictly prohibits retaliation against employees who make good faith reports of wrongdoing. Any retaliation will be treated as a serious violation of company policy.

Implementation and Compliance

We provide training and education to our employees to ensure they understand their rights, responsibilities, and the principles outlined in this policy.

We establish mechanisms to monitor compliance with this policy and encourage employees to report any violations or concerns. We maintain confidentiality and protect whistleblowers from retaliation.



Communication

Miko communicates this policy to all employees and stakeholders to ensure awareness and understanding.

Data Protection and Data Security Policy

Miko is committed to safeguarding the privacy of personal and sensitive data collected, processed, and stored by our organization. We comply with applicable data protection laws and regulations. We implement robust data security measures, including encryption, access controls, and regular security assessments, to protect data from unauthorized access, disclosure, alteration, or destruction.

We ensure that employees handle data responsibly, only accessing and using data for legitimate business purposes. Training is provided to employees on data protection and security. In the event of a data breach, Miko has procedures in place for prompt detection, notification, and resolution, as required by applicable laws.

Environmental

At Miko, we are committed to conducting our business operations in a responsible and sustainable manner that respects and protects the environment. We recognize the importance of preserving our natural resources, reducing environmental impact, promoting renewable energy, reducing waste, managing resources sustainably, controlling greenhouse gas emissions, and safeguarding the privacy and security of data. These principles guide our actions and decisions as we strive to minimize our environmental footprint, promote sustainable practices, and protect sensitive information.

Environmental Stewardship

Miko is committed to the efficient use of natural resources, including water, energy, and raw materials, in our manufacturing processes and daily operations. We strive to minimize waste generation by adopting responsible practices such as recycling, reusing, and reducing the use of single-use materials. We seek sustainable alternatives for materials used in our products, giving preference to those with a lower environmental impact.

Carbon Footprint Reduction

We are dedicated to reducing our greenhouse gas (GHG) emissions by implementing energy-efficient technologies, utilizing renewable energy sources, and continuously improving our emissions management. We optimize transportation logistics to minimize emissions, reduce fuel consumption, and promote the use of eco-friendly transportation options.

Pollution Prevention

We manage chemicals responsibly, using safer alternatives when possible, and adhering to regulations governing the handling, storage, and disposal of hazardous materials. We



take measures to prevent air and water pollution by implementing best practices and compliance with environmental laws.

Biodiversity and Ecosystem Protection

We respect local ecosystems and habitats by avoiding activities that could harm or disrupt wildlife and natural landscapes. We practice responsible land use, considering the impact of our operations on local flora and fauna.

Sustainable Innovation

We invest in research and development efforts to develop and promote environmentally friendly products and processes. We adhere to recognized environmental standards and certifications in our industry.

Compliance and Continuous Improvement

Miko complies with all applicable environmental laws, regulations, and industry standards. We regularly assess and enhance our environmental performance through periodic reviews, setting measurable goals, and implementing best practices.

Renewable Energy Policy

Miko is committed to reducing our carbon footprint by transitioning to the use of renewable energy sources. We will progressively increase the use of renewable energy in our operations, including solar, wind, and hydroelectric power. We also focus on improving energy efficiency across our facilities to minimize energy consumption and enhance the effectiveness of our renewable energy initiatives.

We actively explore opportunities to invest in renewable energy projects, including the installation of on-site renewable energy generation systems. We track our renewable energy consumption and progress in reducing carbon emissions, regularly reporting our achievements to management and stakeholders in our annual CSR report.

Waste Reduction Policy

Miko is committed to minimizing waste generation in all aspects of our operations. We encourage employees to reduce waste at the source whenever possible. We promote recycling and the reuse of materials and products within our organization. Employees are encouraged to participate in recycling programs and identify opportunities for reuse. Miko aims to reduce the use of single-use items within our organization. Employees are encouraged to use reusable alternatives.

Sustainable Resources Management Policy

Miko is committed to the sustainable management of natural resources, including forests, water, and minerals. We strive to use resources efficiently and responsibly, supporting conservation efforts and responsible sourcing.

We prioritize suppliers and partners who share our commitment to responsible resource management and sustainable sourcing practices. We track our resource consumption and



actively seek opportunities to reduce our ecological footprint. We report progress and share information with our stakeholders.

GHG Emissions Policy

Miko is committed to reducing its greenhouse gas (GHG) emissions in line with international and industry standards. We set emissions reduction targets and regularly monitor and report our progress. We invest in energy-efficient technologies and practices to reduce energy consumption and emissions across our operations. We actively promote the use of renewable energy sources to reduce carbon emissions. We collaborate with our suppliers to identify emissions reduction opportunities throughout the supply chain.

Land, Forest, and Water Rights

We are dedicated to responsible land use practices, ensuring that our operations respect and protect the rights of local communities and indigenous peoples.

We will engage in transparent and respectful dialogue with relevant stakeholders regarding land use and access.

Forest Conservation

We commit to the conservation and sustainable management of forests, striving to reduce deforestation and promote reforestation efforts.

We respect the water rights of communities in the regions where we operate.

We will strive to minimize our water consumption and support local efforts to maintain water quality.

Decarbonization

Miko is committed to reducing our carbon emissions and will set clear targets for achieving Climate Positive by 2030.

We will regularly assess our carbon footprint and implement strategies to minimize it.

Water Quality, Consumption & Management

We will take measures to protect and improve the quality of water sources affected by our operations. We commit to complying with all relevant water quality regulations.

We will implement water-saving practices to minimize our water consumption.

Our facilities adopt efficient water management systems.

Animal Welfare

We will uphold high standards of animal welfare in our operations and supply chain.

We will work with suppliers who meet or exceed recognized animal welfare standards. In particular, we are working with all our supply chain in order to use only animal-free products in all parts of production from cradle to gate.

Water Depuration Plant

We have implemented a state-of-the-art water depuration plant that ensures the responsible and efficient treatment of wastewater from our operations.

Our depuration plant minimizes our environmental footprint and helps protect local water resources.





Renewable Energy with Photovoltaic Plant

We have installed a photovoltaic plant of 1 MW on the rooftop of our company's facilities. This renewable energy source generates clean electricity, reducing our reliance on non-renewable energy sources and decreasing greenhouse gas emissions.

Forest Conservation and Carbon Offset with FSC

We are actively engaged in forest conservation projects certified by the Forest Stewardship Council (FSC). These projects aim to offset our CO₂ emissions by promoting sustainable forestry practices and preserving vital ecosystems.

Climate Positive by 2030

Our goal is to become Climate Positive by 2030, meaning that we will offset more carbon emissions than we produce. We are dedicated to achieving this goal through a combination of renewable energy adoption, emissions reduction, and FSC-certified forest projects.

Reporting and Accountability

We will regularly report our progress towards sustainability goals and target in our annual CSR, allowing stakeholders to assess our performance.

Employee Engagement

We educate our employees about our environmental principles, including renewable energy, waste reduction, sustainable resources management, data protection, data security, GHG emissions, and provide training to ensure they understand their role in minimizing waste, improving energy efficiency, protecting data, and reducing emissions. We encourage employees to contribute ideas and innovations related to sustainable resource management, renewable energy, waste reduction, data protection, data security, and emissions reduction within our organization.

Collaboration and Transparency

Miko engages with stakeholders, including customers, suppliers, and local communities, to collaborate on environmental initiatives, data protection, and emissions reduction efforts and share best practices. We communicate openly about our sustainable resource management efforts, renewable energy initiatives, waste reduction achievements, data protection and data security practices, GHG emissions reduction goals, and environmental performance with our stakeholders. We will be transparent about our animal welfare practices and continuously improve them. Any concerns regarding animal welfare will be addressed promptly.

Conclusion

Miko is dedicated to promoting and protecting the rights of all individuals, fostering a diverse, equitable, and inclusive workplace, managing conflicts of interest, promoting fair competition, and safeguarding whistleblowers. We will continually work to uphold these principles and values, recognizing that they are critical drivers of our success.





Miko is committed to continuous improvement in labor rights, human rights, DEI, fair competition, conflicts of interest management, and whistleblowing practices, and data protection. We regularly review and update our policies and practices to align with evolving standards and best practices.

Miko is dedicated to respecting and protecting the environment, promoting renewable energy, reducing waste, managing resources sustainably, and safeguarding data privacy and security by adhering to these principles. We believe that responsible environmental stewardship, and resource management are not only essential for the well-being of our planet and the privacy of our stakeholders but also a fundamental part of our commitment to our customers, employees, and future generations.

We are dedicated to making a positive impact on the environment, communities, and all living creatures affected by our operations. This sustainability policy reflects our comprehensive commitment to sustainability, ethical practices, and climate action. We are proud to operate a water depuration plant, generate renewable energy through our photovoltaic plant, and contribute to FSC-certified forest projects that offset our carbon emissions. Our aim is to lead by example and inspire positive change in our industry and beyond.

This policy will be reviewed regularly and updated to reflect evolving sustainability practices and goals.

Miko S.r.l.

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