

CORPORATE POLICY 2025

The Management of LAR S.p.A., through the points outlined below, aims to define the path toward the qualitative excellence of the products offered to customers, respect for the surrounding environment, and the pursuit of continuous improvement:

VALUES

RESPONSIBILITY: Raising awareness of one's actions to increase individuals' understanding of their roles, providing support to those in need, and ensuring compliance with current Health and Safety at Work regulations and standards.

COMPETENCE: Enabling individuals to gain greater knowledge of their role and mastery of their craft through continuous training and regular dialogue to foster improvement and contribute to the team.

ORDER: Establishing clear and defined rules, mental discipline, and organization to maintain a safe and healthy working environment.

SUSTAINABILITY: Implementing goals, programs, and actions to preserve the balance of the Earth's ecosystem (whether local or global).

ENVIRONMENT

Focus and maximum commitment of everyone for environmental protection through:

- Compliance with all applicable laws regarding environmental protection and the expectations of stakeholders;
- Reducing environmental impacts over time by adopting new solutions and advanced technologies for more eco-friendly processes, such as the use of recycled raw materials and monitoring to reduce CO2 emissions;
- Promoting a proactive culture aimed at achieving safe behaviours and attitudes from the staff concerning environmental protection;
- Including environmental, social, and economic sustainability in the company's investment and growth strategies to become more competitive in the market.

OPTICS

Become the reference point in the eyewear sector through:

- The growing core competencies and passion of the staff at the foundation of eyewear that combines craftsmanship, creativity, and in-depth technical expertise;
- The phases involved in the creation of eyewear, from product conception, blending design and technical requirements to incorporate specific features, to development and final modeling;
- The study of new, more durable materials that allow for the implementation of a policy;
- The partnership with **LEM**

VISION

In a fluid and constantly moving world, we are and will be creators of wearable eyewear developed and realized with a disruptive technical approach. The key words of the vision are:

SUSTAINABLE PRODUCTION: We aim to approach production with a culture and high-quality human relationships, fully respecting the Environment, People, and the communities close to us.

PRODUCT CREATION: Elevating the quality and consistency of our work with our partners and customers by offering personalized services and through an efficient supply chain.

WELL-BEING: Contributing to the growth of our employees.

SAFETY FOOD

Ensure safety in our food packaging through:

- Compliance with current national and international laws and regulations applicable to the food packaging sector;
- The production of safe products, compliant with legal standards and in accordance with specified quality requirements.;
- Documentation of all activities performed to assess their compliance with customer specifications for food contact suitability;
- The implementation and adoption of an appropriate HACCP self-control system.

QUALITY

Achieve the set objectives and maintain the quality of our products according to customer-required standards through:

- The training of operators, who thereby take on the role of first quality assessment in production;
- The implementation of innovative automation solutions in strategic processes to raise the level of guarantees that can be offered to the client;
- The real-time monitoring of production to support greater production consistency;
- The verification and comparison of performance indicators.