

16949

 14001

 45001

The Top Management is aware of the importance of complying with the Customer's requirements and the mandatory ones applicable in all the Group's activities and to achieve these objectives it intends **to balance the issues of economic growth, stakeholder inclusion and environmental protection** to improve its level of sustainability.

Every action of the present is considered as the BASIS AND FOUNDATION of the future that we intend to build.

The Top Management,

- § wanting to guarantee **customer satisfaction**, and the exceeding of their expectations
- § made the protection of the **Environment and the Health and Safety of Workers** its own
- § adopted the principles of **Sustainability** transversal to every topic dealt with by the company system,

decided to establish, implement, maintain and continuously improve an Integrated Management System based on the **IATF16949, ISO14001 and ISO45001** Standards, the indisputable foundation of the activities carried out. Likewise, it has implemented an organization and control system pursuant to **Legislative Decree 231/01**.

The top management therefore undertakes, within the scope of application of its integrated management system, **to satisfy all applicable requirements**, including the legal requirements and other requirements that the Group has signed and can sign considering them to be its own. compliance obligations.

The top management is fully committed to the path of sustainable transition of its activities to pursue a corporate organization model that will allow:

- **MAXIMIZE ENVIRONMENTAL PROTECTION**, including pollution prevention and other commitments deriving from the analysis of the context. The objective of transforming itself into a "**CARBON NEUTRAL**" company will be achieved through **energy efficiency**, use of **renewable energy**, **control of water consumption** and reduction of possible pollution, **keeping its emission sources under control**, optimizing the consumption of resources necessary for maintenance of its business processes (MP and other materials);
- **PROTECT THE PEOPLE WHO WORK FOR THE GROUP**, through the implementation of **measures for the prevention of illnesses and accidents** aimed at safeguarding the health and safety of workers and eliminating, where possible, present dangers and preventing risks (in particular by implementing, in the future, **actions for consultation and the participation of all workers**);
- **RAISE HEALTH AND SAFETY STANDARDS** through the **safety** of all machines and equipment, **emergency management** and **prevention of fire risks**, **ergonomics of workplaces**, **correct use and storage of chemical products** and, where not possible, preventing risks present in the work activity, the correct choice and use of **Personal Protective Equipment**;
- **GOVERN RELATIONSHIPS WITH YOUR SUPPLIERS AND CUSTOMERS** with a view to making ongoing **collaborations more fruitful**, reducing risks and problems that may arise, pursuing **good levels of economic sustainability** that make working for and with the Group advantageous and profitable;
- **OPERATE IN A TRANSPARENT MANNER** towards stakeholders, through the publication of a **SUSTAINABILITY REPORT** and the **results** deriving from the application of the **GHG Protocol**;
- **CONTINUOUSLY IMPROVE** its own company Integrated Management System.

Top Management undertakes to establish measurable objectives to monitor its performance and promote and implement planned activities to review these objectives.

Finally, the Group's top management provides that this Policy

- § is communicated within the Group, so that everyone can understand it,
- § is brought to the attention of all people who work for the Group or on its behalf,
- § is publicly available, for posting in each of our workplaces,
- § is available to interested parties, all and without exception,
- § is reviewed periodically to ensure its continued suitability.

Grugliasco, February 3, 2023

The President of the Board of Directors *Alberto Russo*
 The Employer *Paolo Russo*