



INTEGRATED COMPANY POLICY (safety and environment)

The Management of AFATAC S.r.l. has decided to adopt within the company an occupational health and safety and environmental management system in compliance with UN ISO 45001:2018 and UNI ISO 14001:2015. This initiative is undertaken and supported with the aim of achieving and maintaining, in the fields of occupational health and safety and the environment, a production standard consistently suited to:

- applicable regulations
- the needs of its employees
- the expectations of the community

In particular, Management intends to pursue a policy for the protection of workers' health and safety and of the environment as an integral part of its development process.

In relation to the context of the activities carried out and the scope of the system, Management undertakes to promote the implementation of the following principles at its Mazzè site:

- manufacture in full respect of workers' dignity;
- make every effort to ensure that operations always comply with applicable EU, national and local regulations on occupational safety and hygiene and with other requirements subscribed to by the organization;
- make adequate resources available for implementation of the policy through the achievement of objectives and targets;
- communicate company objectives in the field of occupational safety so as to establish and keep the OH&S management system active;
- develop employee participation and involvement in safety issues, consulting their representative on all initiatives related to the policy;
- periodically review the policy and the OH&S management system;
- adopt all measures necessary to reduce noise levels inside and outside the plant;
- adopt all measures necessary to reduce workers' exposure to chemical agents;
- develop among supervisors an awareness of their primary role in applying the policy and achieving improvement objectives;
- continually pursue improvement that produces beneficial effects on system performance and management costs;
- manage its activities by optimizing energy consumption, reducing atmospheric emissions, limiting noise emissions, preventing waste dispersion and appropriately limiting water consumption in line with its characteristics;
- systematically measure its environmental and energy performance, favoring prevention over correction;
- continually improve policies, programs, behaviors and energy-saving performance;
- operate in compliance with legislation and internal standards that exceed statutory requirements;
- define and manage appropriate objectives and targets, ensuring adequate information and resources;
- manage its activities by identifying and gradually implementing all economically feasible solutions that reduce environmental impact and improve energy efficiency,



- including through the design and purchase of products and services aimed at improving these aspects;
- instruct, train and motivate its employees so that they are aware of this commitment and are involved in achieving the objectives;
- promote openness to dialogue with Institutions;
- promote actions aimed at raising awareness among external companies having ongoing service-supply relationships with our organization, encouraging them to adopt these principles;
- integrate the management systems in line with new revisions of the applicable standards.

The health, safety and environmental policy is applied by all company personnel, communicated to all contractors and made available to interested parties, with the aim of actively involving all resources within the organizational structure.

Management:

1. undertakes to foster understanding and sharing of the philosophy and procedures of the Integrated Management System by all personnel, and its effective and efficient implementation according to the responsibilities of each company department;
2. communicates the Policy to all internal and external Resources, Customers, Suppliers and business partners in general;
3. ensures that the prescribed actions are correctly implemented and are adequate and effective in ensuring, at all times, control of processes, environmental performance, services provided and results relating to the prevention of corruption, in accordance with the commitments made and the expectations and requirements identified;
4. periodically reviews the Policy, Objectives and Targets deriving from it, to verify their suitability and, where necessary, revise them also in light of changes in company processes.

The policy and, more generally, the integrated environmental and safety management system are subject to specific communications, information and training.

Achievement of the objectives requires a commitment by the entire organization to a systematic approach and continual improvement of its Management System.

Management intends to achieve this objective through the periodic review and updating of the systems and the involvement of every individual concerned with the production process, whether carried out within or outside the company, in order to protect the environment as an asset of high current and future value for the entire community (communication of this document to all parties involved: internal personnel, suppliers, authorities, etc.).

Management undertakes to review the suitability of this policy at least annually during the management review, or whenever substantial changes are made to company processes and activities.

Mazzè 10/12/2024

Management
Enrico CENA