

INTEGRATED QUALITY, ENVIRONMENTAL AND OCCUPATIONAL HEALTH & SAFETY POLICY

G.E.A. S.r.l., in full compliance with applicable laws and regulations, is committed to conducting its industrial activities responsibly and in a manner that consistently ensures product quality, environmental protection, and the health and safety of all employees and visitors within its facilities. G.E.A. also ensures that any potential negative impact on the environment or workplace safety is eliminated or reduced to the lowest technically and economically feasible level.

While striving to enhance the Company's competitiveness and increase customer satisfaction, Management is committed to identifying and managing risks through the identification of interested parties and the analysis of business needs and expectations.

To this end, G.E.A. has developed an **Integrated Management System for Quality, Environment, and Occupational Health & Safety**, establishing continuous improvement objectives consistent with its activities and business strategy.

PRINCIPLES

The organization is fully aware that a responsible business strategy addressing environmental, quality, and occupational health and safety issues arising from its activities is fundamental to its success and to customer satisfaction within its operating context.

By implementing and maintaining an Integrated Quality, Environment, and Health & Safety Management System in accordance with **UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, and UNI EN ISO 45001:2018**, G.E.A. S.r.l. aims to focus its efforts, professionalism, and technological innovation to strengthen its position as a qualified company, recognizing that its know-how and employees/collaborators represent its most valuable assets.

Management therefore defines this Integrated Policy and commits, within the scope of its Management System, to the following objectives:

- Ensuring consistency and suitability with the nature of G.E.A. S.r.l. regarding quality, environmental, and occupational health & safety aspects.
- Continuously involving and training employees to deliver high-quality products and services while complying with applicable regulations.
- Making the Integrated Policy publicly available and communicating it to all interested parties through the company website.
- Complying with all applicable legal and other requirements.
- Providing adequate human, technological, organizational, and financial resources.
- Ensuring continuous improvement, pollution prevention, and protection of health and safety at work.
- Periodically reviewing progress toward established objectives and defining new objectives for subsequent periods.
- Keeping the Policy current and aligned with events that may affect the nature of the organization.

Management of G.E.A. S.r.l. believes that responsibility for the Integrated Management System involves the entire organization, from top management to every individual employee, each according to their role and responsibilities.

The Company is committed to considering this Policy and the results achieved as an integral part of business management and as a reference point for defining objectives and targets, upon which specific improvement programs and actions are planned. This can only be achieved by viewing the continuous improvement of quality, safety, and environmental protection as a strategic objective for the Company. All employees, without exception, are expected to contribute actively to achieving this goal.

QUALITY

The Company's commitment to Quality is aimed at optimizing both direct and indirect activities in order to guarantee reliability and quality to customers, in compliance with specific requirements, applicable regulations, customer needs, and expectations. In particular, G.E.A. is committed to:

- Building customer loyalty by continuously increasing competitiveness and profitability.
- Monitoring market trends and promptly proposing innovative solutions.
- Focusing on innovation and partnerships while measuring customer satisfaction.
- Building long-term relationships with suppliers and monitoring their performance.
- Reducing non-conformities, complaints, delays, and inefficiencies.

- Controlling overall operating costs through alternative solutions that maintain the Company's commitment to occupational health and safety.
- Using process management as a continuous improvement tool to support sustainable growth in a collaborative and respectful working environment.
- Promoting employee development through training, information sharing, and communication.
- Objectively evaluating performance and objectives using data-driven methods to support continuous improvement.

ENVIRONMENT

The Company's commitment to environmental protection is pursued in accordance with European environmental policy principles, by seeking available and economically sustainable technologies and methodologies, adopting best management practices, and continuously improving environmental and energy performance.

To this end, G.E.A. is committed to:

- Achieving energy savings wherever possible.
- Reducing waste generation and minimizing packaging materials, both internally and throughout the supply chain.
- Reducing environmental impacts both within the Company and in the surrounding environment.
- Complying with all applicable environmental laws and requirements.
- Transparently communicating environmental performance to the local community and customers in order to build and maintain stakeholder trust.

OCCUPATIONAL HEALTH & SAFETY

The Company's commitment is to maintain the highest level of attention to health and safety compliance by ensuring that:

- Every employee is encouraged to develop professional skills, role responsibilities, and commitment to prevention and protection procedures through the promotion of a strong safety culture and awareness.
- Adequate resources are provided for training, information, and education activities.
- Health and safety performance is continuously monitored, ensuring high standards of workplace ergonomics and employee well-being.
- Appropriate controls are in place to prevent discrimination, psychological harassment, bullying, threats, exclusion, or any behavior that may undermine a positive and collaborative working environment.
- Continuous dialogue is maintained with both existing and new suppliers to address potential inconsistencies and foster transparent and collaborative relationships with public authorities, employees, and local communities.
- Suitable emergency procedures are adopted and maintained to minimize potential consequences of emergency situations.
- Performance is regularly monitored and reviewed, with improvement actions implemented whenever necessary.

RESOURCES

The Management of G.E.A. S.r.l. is committed to providing all financial, human, technical, and infrastructural resources necessary to achieve the established objectives.

Any resources identified as missing or requiring improvement are defined and quantified annually during the **Management Review** process.

Management also utilizes the **Management Review Minutes** and the **Improvement Plan** as key tools for monitoring all activities and ensuring the effectiveness of the Integrated Management System.

Castelseprio, 10 October 2023

The Management | G.E.A. S.r.l.

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