

## ANNEX ADIR-01G - ENVIRONMENT, ENERGY, HEALTH AND SAFETY, QUALITY, SOCIAL RESPONSIBILITY

### INTEGRATED SYSTEM POLICY

AZIONE	RUOLO/UFFICIO	FIRMA	DATA
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### VISION

We want to be an innovative company in the production of sustainable and quality products, through energy-efficient processes, in the protection of the environment and in the diffusion of a culture of safety at work, creating solid partnerships with our customers and suppliers, supporting the growth of the territory and the entire community.

### MISSION

AREA	TRANSVERSAL OBJECTIVES
REFERENCE STANDARDS	<ul style="list-style-type: none"> <li>Ensure compliance and continuous adherence to applicable laws and voluntarily subscribed standards in the fields of the environment, energy, health and safety, always guaranteeing respect for human rights, workers' rights and working conditions, and environmental protection.</li> <li>To adhere to the voluntary standards ISO 14001:2015, ISO 50001:2018, ISO 45001:2023, ISO 9001:2015, IATF 16949:2016 and the ASI standard, to ensure compliance with the Organisational Model 231 and Code of Ethics, and to maintain compliance, as the tool of choice for the implementation of this Policy.</li> </ul>
OBJECTIVES	<ul style="list-style-type: none"> <li>Periodically and systematically define objectives that drive continuous improvement in environmental, energy, health and safety and quality performance.</li> <li>Make the necessary information and resources available and plan, implement and monitor the actions required to achieve the objectives.</li> </ul>
RISK ANALYSIS	<ul style="list-style-type: none"> <li>An analysis of the internal and external context identifies risks and opportunities related to its environmental, energy, health and safety and quality aspects.</li> </ul>
DIGITISATION	<ul style="list-style-type: none"> <li>Digitisation and document sharing via ARXIVAR platform.</li> </ul>
STAKEHOLDERS INTERIORS AND EXTERIORS	<ul style="list-style-type: none"> <li>Ensure the involvement, participation and co-responsibility of all interested parties (employees, collaborators, customers, suppliers, territory, public authorities ...) for the full sharing of corporate policy and objectives, for the development of a culture oriented towards environmental protection, health and safety, quality, reduction of energy consumption, maintenance and development of decent, fair, inclusive, egalitarian working conditions.</li> <li>Take into account the demands of trade unions, workers' representatives.</li> <li>Cooperate with public authorities in managing possible emergency situations in order to minimise impacts on the environment and protect the surrounding community.</li> </ul>
CUSTOMERS	<ul style="list-style-type: none"> <li>Increasing customer satisfaction through increased product and process performance and continuous monitoring of direct and indirect feedback.</li> </ul>



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TRAINING / AWARENESS-RAISING	<ul style="list-style-type: none"><li>• Raising the level of competence, training, awareness and sensitisation of staff and suppliers; focusing on environmental, energy, health and safety, quality and corporate social responsibility performance and compliance obligations.</li></ul>
CONTINUOUS IMPROVEMENT	<ul style="list-style-type: none"><li>• Pursue continuous improvement of the Integrated Management System in order to improve environmental, energy, health and safety, quality and corporate social responsibility performance.</li></ul>
SUPPLY CHAIN	<ul style="list-style-type: none"><li>• Maintain a high quality level of logistics activities in the management of incoming and outgoing information and material flows.</li><li>• Ensure through an analysis of the scheduling and stock process the availability of material in order to constantly meet customer requirements.</li><li>• Apply Lean logic in processes in order to reduce order lead times.</li><li>• Adapt the logistics system to the continuous evolution and demands of the market.</li></ul>

AREA	SPECIFIC OBJECTIVES
ENVIRONMENT	<ul style="list-style-type: none"><li>• - Constantly analysing and assessing environmental impacts: waste production, atmospheric emissions, water discharges, noise not only in terms of legislative compliance, but also with a view to continuous improvement of environmental performance.- Constantly analysing and assessing environmental impacts: waste production, atmospheric emissions, water discharges, noise not only in terms of legislative compliance, but also with a view to continuous improvement of environmental performance.</li><li>• - Support the conservation of natural resources with actions to minimise the consumption of energy, water and materials.</li><li>• - Prioritise in the development of new products/processes the use of solutions that reduce environmental impacts from a Life Cycle Assessment perspective.</li><li>• - Continue the commitment to sustainability by publishing certified CSR reports, maintain ASI (Aluminium Stewardship Initiative) certification, start the LCA (Life-Cycle Assessment) process on hydronic and electric radiators.</li></ul>
ENERGY	<ul style="list-style-type: none"><li>• Improve the energy performance of its products and production processes, eliminating waste through technological and managerial improvements and using the best available technologies in design activities.</li><li>• Reduce the exploitation of fossil fuels in favour of renewable sources.</li><li>• During the evaluation of energy efficiency works, use a multiple benefits approach, extending the feasibility analysis to aspects that are not strictly energy-related, with repercussions on risks, maintenance, productivity, safety, quality, environment, etc.</li></ul>
SECURITY	<ul style="list-style-type: none"><li>• Implement every effort in organisational, operational and technological terms to ensure safe and healthy working conditions for the prevention of work-related injuries and illnesses.</li><li>• Conduct activities in full compliance with the protection of workers' health and safety, using equipment, materials and means that comply with current legislation and are suitable for the activities to be performed.</li><li>• Ensure the safety of workplaces, seeking to eliminate hazards and reduce risks from the moment changes are planned and implemented in the work environment.</li><li>• Promote health in the workplace, reducing risk factors for illness (WHP).</li><li>• Adopt the best methods of prevention, surveillance and protection by developing and maintaining active control plans and systems, with the objective of preventing accidental and emergency situations, work-related injuries and illnesses and promptly</li></ul>



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	<ul style="list-style-type: none"><li>containing their impacts, protecting workers, the environment and the surrounding community.</li><li>Preventing and correcting any dangerous situations, promoting their reporting and systematically implementing the analysis of causes and possible remedies.- Preventing and correcting any dangerous situations, promoting their reporting and systematically implementing the analysis of causes and possible remedies.</li><li>Providing workers with appropriate information about health and safety hazards and suitable and safe working practices, including the possibility of removing themselves from situations that pose a serious and immediate danger to their and others' safety.</li></ul>
QUALITY	<ul style="list-style-type: none"><li>Pursue the technological evolution of production facilities and laboratories in order to reduce waste and increase efficiency in production.</li><li>Increasing Research and Development activities in collaboration with customers, universities and external collaborators.</li><li>Renew the product line (boilers, gas radiators, aluminium radiators, electric radiators, aluminium automotive structural castings) in order to place products on the market with new aesthetic, technical and performance characteristics and in compliance with applicable mandatory requirements such as European Laws, European Directives and Regulations.</li><li>Increase activities in a Lean Office perspective to promote the streamlining of process flows.</li></ul>
SOCIAL RESPONSIBILITY	<ul style="list-style-type: none"><li>Respect freedom of association and the right to collective bargaining.</li><li>Oppose all forms of discrimination and unequal treatment. Condemn discriminatory or violent attitudes based on gender, racial, ethnic, national or religious grounds.</li><li>Ensure respectful working conditions, do not use or support illegal child labour and forced labour.</li><li>Develop and protect local communities.</li></ul>

### THEREFORE, IT IS THE RESPONSIBILITY

- of the General Management to ensure that this Policy and related Management Systems are understood, implemented and maintained at all levels of the organisation;
- of Employees at all levels to work towards the achievement of the above objectives;
- of Third Parties, who cooperate with the company, to act according to the principles of this Policy.

This Policy is communicated to all personnel, the Company's collaborators, its Suppliers and Customers. It is available to anyone who requests it and is published on the website.

### PRODUCTION UNITS

Via Provinciale n. 49, Vobarno (BS)

Via Cerreto n. 40, Vobarno (BS)

Via Mocenigo n. 123/131, Vestone (BS)

Via Emilio Lorandi snc - Nuvolera (BS)

Via Stretta Snc - Sabbio Chiese (BS)