

	<p style="text-align: center;">COMPANY POLICY INTEGRATED ENVIRONMENT AND SAFETY MANAGEMENT SYSTEM ENVIRONMENT AND SAFETY POLICY</p>	<p style="text-align: right;">Doc 01 Rev. 0 Of 03.03.2024</p> <p style="text-align: right;">Pagina 1 di 3</p>
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1. Purpose and area of implementation

The **Integrated Environment and Safety Management System Policy** is a fundamental and essential reference for all participants in corporate life and for all those who, external to the company, have relationships with it.

It must make the principles at the core of each corporate action clear, also stating the strategic objectives of the company in terms of environment, health, safety and wellbeing of all participants in corporate life to which everyone must adhere in relation to their role and responsibilities within the company.

The Policy document essentially indicates which "**mission**" Parola and Luraghi SRL decided to pursue in terms of IMS Environment and Safety, expressing the underlying reasons, the firm willingness of the company's top management to pursue the objectives set, the awareness of the desired outcome to aim to, the responsibilities to assume.

The respect and maintenance of compliance with the mandatory rules, the valorisation of Human Resources, the technological upgrading of its plants and facilities, the respect of issues such as safety and internal and external environment place the Organisation in a state of continuous improvement.

The Management has decided to introduce an Integrated Environment and Safety Management System extended to the entire business activity in accordance with current regulations, BS OHSAS 18001 and UNI EN ISO 14001 in particular.

The implementation of this system aims to actualise the requirements specified by the regulations, also in accordance with the provisions of the BAT, the AIA/IPPC (Integrated Pollution Prevention and Control) of the two production units of Magenta (MI) and Cerano (NO) and from the Risk Assessment. In this regard, the company aims for continuous improvement, including the responsibilities of their own staff.

The company will promote every action aimed at ensuring that its products and processes do not present significant risks to the environment and to parties concerned, in full compliance with workplace safety regulations.

The Policy is the fundamental "chart" of the company for the definition and management of its IMS.

2. Environment and Safety Company Policy

The Company Management of Parola e Luraghi SRL is committed, by providing human, instrumental, and economic resources, to pursuing the objectives of continuous improvement in the environmental field and safety and health of workers, as part and parcel of its activity and as a strategic commitment in relation to to the more general objectives of the company.

The Company discloses and disseminates this document to all subjects of the company (by posting it in all working spaces and on the website) and commits to ensuring that:

- All workers are trained, informed and sensitised to carry out their duties safely and to assume their responsibilities in matters of safety and health at work respecting the environment;
- There is a constant inclination and will to continuous improvement and prevention;



COMPANY POLICY
INTEGRATED ENVIRONMENT AND SAFETY
MANAGEMENT SYSTEM
ENVIRONMENT AND SAFETY POLICY

Doc 01
Rev. 0 Of 03.03.2024

Pagina 2 di 3

- The Company provides the required Human and Instrumental Resources;
- The entire Company structure participates, according to its attributions and skills, in achieving the environmental and health and safety objectives assigned;
- Workplaces, operational methods and organisational aspects are realised in such a way as to safeguard the health of workers, company assets, third parties and the community in which the company operates, in respect of the environment;
- Information on business risks and environmental impacts is disseminated to all workers; their training is carried out and updated with specific reference to the task being performed;
- Any necessities emerging during the work activities are faced with speed, effectiveness and diligence;
- Cooperation between the various company resources and the involvement and consultation of workers is promoted, also through their safety representatives;
- All Laws and Regulations in force are respected, procedures are formulated and the company standards identified are adhered to;
- All activities are managed also with the aim of preventing accidents, environmental damages, accidents and occupational diseases;
- All activities are managed by favouring the use of resources that are not harmful to the environment and human health, also trying to contain consumption and reduce emissions, discharges, pollution and waste;
- The Policy itself and the implemented management system are periodically reviewed;
- The objectives defined in the IMS and the relative implementation programmes are defined and disseminated within the company;

The Management of Parola e Luraghi SRL expresses the conviction that the application of these principles is the foundation to ensure high growth rates and real competitiveness in the market. In order to achieve this, therefore, the Company intends to:

- Constantly check working methods and operating procedures to prevent accidents, reduce emergency situations, minimise environmental impacts and any non-conformities;
- Identify and pursue goals of innovation and continuous improvement in performance through the timely application of the IMS;
- Implement and maintain a reliable and complete system for the collection of data required for the management of the integrated system and, on this basis, implement a complete and reliable monitoring program;
- Promote the identification of the company's employees with the company policy on environment, health and safety and the sharing of the objectives of the company, promoting training, awareness of each other's role within the company and individual responsibility;
- Increase staff training and awareness so that they carry out their tasks safely with respect for the environment by assuming their responsibilities, as defined in the IMS;
- Ensure and develop effective communications with all staff, with workers' representatives and all parties involved;
- Pursue the achievement of qualitative objectives in conditions of economic efficiency;



COMPANY POLICY
INTEGRATED ENVIRONMENT AND SAFETY
MANAGEMENT SYSTEM
ENVIRONMENT AND SAFETY POLICY

Doc 01

Rev. 0 Of 03.03.2024

Pagina 3 di 3

- Develop improvement plans containing measures and procedures to prevent emergency situations, accidents or to contain their effects according to the applicable BAT;
- Maintain an open dialogue with suppliers by committing them to implement behaviours consistent with the company policy herein defined;
- Perform checks, inspections and audits to identify and prevent any situations of non-compliance with the requirements of the integrated management system;
- Develop and maintain open and collaborative relationships with local authorities and with all parties involved.

The Management commits to constant verification of the Integrated Environment and Safety Management System through internal audits in accordance with the applicable legislation, so that the work activities performed by the company are always respectful of the applicable regulations.

The IMS manual represents the formalisation of this corporate will and the guide for the application of the Integrated Environment and Safety Management System.

Every year, on the occasion of the Management Review, this Policy and the entire system will be reviewed in order to verify its effectiveness and the potential need for any updates; objectives and programs for the following year will be defined and then disseminated to the company staff.

This Policy and the company's health and safety objectives will be disseminated among all staff and communicated outside the organisation, and to all those who might request them.

For the implementation of the principles set out in this document, **Dr. Maria PAROLA** is appointed as Integrated Management System Manager (IMSM), which has role, responsibility and well-defined authority for:

- Ensuring that the requirements of the Integrated Management System are established, applied and maintained, in accordance with the requirements of the standards.
- Reporting to Management on the performance and efficiency of the Integrated Management System for review and improvement.
- Coordinating the performance of internal audits, engaging, if necessary, qualified personnel.
- Setting, for the period of validity of the review, objectives and goals.

The final suggested objective is to improve the competitive position of the company and, above all, to be perceived on the market as a modern, reliable manufacturer, at a high technical and service level, socially responsible in relation to the aspects of environmental protection and human resources, producing appropriate quotations in relation to what is offered.

For the implementation of its Company Policy, Parola e Luraghi SRL commits to verifying the correct application of the defined Management System and to identify and plan all opportunities to improve it.

Date

The President

Signed