

## Company policy for Quality, Environment and Safety

The Company Management identifies in the full satisfaction of the expectations of all the stakeholders who are involved directly or indirectly in the cycle of the activity developed (Customers, Employees, Suppliers, ...), the priority objective of its Integrated Policy, continuously pursuing a conduct in full compliance with legislative rules (Company Compliance) and the Company Code of Ethics.

The quality of the offered products and services, obtained through a constant commitment aimed at continuous improvement in every phase of business processes, together with the satisfaction of its customers and the growth of resources, are the key to achieve leading positions on the market.

The Company Management is constantly focused in complying the principles of social responsibility and all applicable legislative requirements regarding the protection of the environment, health and safety in the workplace and in the security of informations.

Therefore, among the values that most consistently express the corporate identity of EA S.r.l. there are:

- **compliance with the applicable mandatory regulations and the principles of social responsibility**
- **the protection of the integrity, health and workplace wellness.**
- **safeguarding and attention to the environment.**
- **complete customer satisfaction.**

Since these values are essential, the Management has decided to activate an integrated management system for Quality, for the Environment and for the Health and Safety of workers in compliance with ISO standards. Fully respecting these principles, the Management of EA S.r.l. defined the following objectives:

- ensure and maintain over time full compliance with applicable current legislation, contractual requirements and policies defined by the property.
- dedicate the necessary internal and external resources to the achievement of the pre-established objectives and for the continuous improvement of company performance in terms of quality, environment and safety.
- manage its activities by maintaining active Management Systems compliant with national and international standards.
- actively involve all employees by promoting and supporting an ever-growing culture of customer care, respect for the environment and safety standards through information, training and awareness-raising activities.
- ensure the consultation and participation of workers and their representatives in the design, implementation, monitoring and improvement of the health and safety management system.
- identify and evaluate the environmental impact of products, services, and its activities to eliminate or minimize the production of polluting emissions and waste and with the aim of conserving resources.
- periodically check the degree of efficiency and effectiveness achieved by the Integrated Management System and the initiation of appropriate actions to eliminate the dangers, prevent injuries or diseases related to work, reduce risks and seize the opportunities identified;

- identify and assess the risks of injury and occupational disease by intervening, where possible, on the source of the risk or by adopting collective measures and protections.
- ensure the dissemination and understanding within and, when necessary, outside the company of information regarding the objectives with the aim of developing an effective collaboration with customers, suppliers, public authority and all stakeholders.
- ensure that the materials and services purchased comply with adequate quality, environmental and safety standards, undertaking to reduce the use of natural resources and environmental impacts in general and, as far as possible, to use non-toxic and non-harmful materials and raw materials
- ensure continuous attention to a work environment capable of guaranteeing respect for human rights, - including the prohibition of any kind of practice concerning forced labor, child labor and discrimination of all kinds - implementing active policies on the improvement of working conditions, level of wages, freedom of association and the right to collective bargaining.

The company management also ensures that this Integrated Policy is periodically examined to verify its adequacy, communicated, acknowledged and implemented within the entire organization and made available to both internal and external interested parties through the publication of the document on its company website.

Ascoli Piceno, 21 April 2020

Legal Representative

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