



## **INTEGRATED COMPANY POLICY**

### **Quality, Environment, Health & Safety, Energy, Anti-Corruption and Social Responsibility**

EA S.r.l. acknowledges that valuing people is the cornerstone of its corporate strategy. Commitment to employees is a fundamental principle that guides every decision and shapes the sustainable development of the organization into the future.

The integrated management of Quality, Environment, Occupational Health and Safety, Energy Efficiency, Corruption Prevention, and Social Responsibility is an essential part of EA's strategic vision.

These areas are not merely requirements to be fulfilled, but active levers to ensure competitiveness, reliability, and innovation.

Respect for ethical and regulatory principles and the continuous improvement of corporate performance represent a constant commitment by Management, aimed at creating value for customers, employees, suppliers, local communities, and other stakeholders.

To ensure a structured and consistent approach to these matters, EA S.r.l. has implemented an Integrated Management System, compliant with the requirements of the international standards ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 37001, and SA8000, with the goal of optimizing its operations and ensuring maximum transparency and reliability towards all stakeholders.

### **THE FUNDAMENTAL PRINCIPLES OF OUR POLICY**

EA's Management is committed to pursuing the following fundamental principles:

- Regulatory compliance: strict adherence to applicable national and international regulations across all relevant sectors.
- Continuous improvement: adoption of a risk- and opportunity-based approach to enhance company performance.
- Occupational health and safety: promotion of a safe and healthy working environment, through the prevention of injuries and occupational illnesses and the active involvement of personnel.
- Environmental sustainability and energy efficiency: reduction of environmental impact, efficient use of natural and energy resources, and promotion of low-impact solutions.
- Ethics and transparency: adoption of correct and responsible business practices, prevention of corruption, and promotion of fair and honest business relationships.
- Social responsibility: protection of human and labor rights, promotion of decent working conditions, fair wages, and freedom of trade union association.
- Engagement and participation: development of open dialogue with employees, suppliers, customers, and institutions to strengthen the corporate culture oriented toward quality, safety, and sustainability.







## **OUR SPECIFIC COMMITMENTS**

EA S.r.l. is committed to:

- Ensure the safety and health of workers, identifying and managing risks to reduce injuries and occupational diseases.
- Combat corruption in all its forms by implementing a transparent management system compliant with anti-corruption regulations.
- Pursue the highest quality of its products and services by constantly monitoring business processes to ensure customer satisfaction.
- Promote responsible environmental management by adopting technologies and processes that minimize environmental impacts, reduce emissions, and optimize resource use.
- Improve energy efficiency by monitoring consumption and adopting measures to optimize energy usage.
- Ensure respect for human rights and working conditions throughout the supply chain, promoting principles of fairness and social responsibility.
- Support the professional growth of employees through targeted training and awareness-raising activities.
- Actively engage stakeholders by creating a clear and effective communication system to share corporate objectives.

## **THE ROLE OF MANAGEMENT**

This Policy must be promoted and disseminated to all stakeholders. It is essential that all parties support its values and principles, contributing actively to the achievement of its objectives.

To this end, Management ensures that the Policy is shared, understood, and applied at all levels of the organization and is subject to periodic review and updating to ensure its ongoing relevance to regulatory and organizational changes.

The effectiveness and application of this Policy will be periodically reviewed to verify its alignment with the strategy of EA S.r.l. and its capacity to respond to changes and operational needs.

The objective of EA S.r.l. is to strengthen a corporate culture based on responsibility, sustainability, and continuous improvement, reinforcing its role as an ethical and reliable company in its reference market.

Ascoli Piceno, April 18, 2025

The Legal Representative  
Eng. Walter Angelici

