

		POLICY				S530001
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The Company's commitment to customer satisfaction, environmental protection, and the efficient use of resources – particularly energy resources – has always been the foundation of our actions and is evidenced by the **ISO 9001**, **ISO 14001**, **ISO 50001**, and **GRS 4.0 certifications** we have obtained.

We believe that a company must operate in a sustainable and transparent way towards its employees and all other stakeholders. For these reasons, we have also achieved the **UNI/PdR 125** certification for gender equality, adopted the **Organizational Model** pursuant to **Legislative Decree 231**, and obtained the maximum **Legality rating of 3 Stars**, confirming our responsibility to operate with integrity and transparency, while preventing corruption and other unlawful behaviors.

Management is convinced that, in order to successfully manage the Organization, it is essential to:

- establish, maintain, implement, and continually an Integrated Management System for Quality, Environment, and Energy (IMS);
- adopt a systemic approach to promote and achieve the objectives of the Integrated Management System that is visible and understandable to all;
- identify risks and opportunities that may impact the Integrated Management System in order to ensure the achievement of the expected results;
- ensure the full commitment of all involved parties to the continuous improvement of processes, in order to guarantee product requirements, compliance with applicable regulations, and environmental protection, including the reduction of energy consumption and pollutant emissions;
- ensure the availability of adequate information and resources to achieve the established objectives;
- adopt appropriate updating and monitoring methodologies to ensure compliance with regulatory requirements and ethical principles, acting transparently and honestly in all activities;
- provide the necessary training to all employees to encourage any initiatives aimed at achieving objectives, including raising staff awareness of issues related to the Integrated Management System;
- commit to designing and planning activities to optimize their efficiency, minimizing consumption and waste;
- maintain transparent relationship with suppliers in order to build mutual trust, with the aim of reducing the consumption of natural resources, respecting social standards, and procuring energy-efficient products and services;
- commit to promoting gender equality, ensuring that every individual is valued, respected, and given the opportunity to grow and realize their full potential;

Management is fully responsible for the implementation of this policy and for defining annual objectives. Each employee, in turn, is responsible for complying with the principles and procedures outlined in our Integrated Management System. We firmly believe that only through a joint effort can we achieve excellence and build a successful future for our Company and its stakeholders.

The General Management