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Ciemmecalabria s.r.l.
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Ciemmecalabria Srl is aware that, in the current socio-economic context, there are many variables that contribute to the success of a company, which allow its growth and support its development over time.

The Management considers it essential to implement and constantly promote actions aimed at raising awareness among all stakeholders towards responsible conduct of their activities, to ensure health and safety conditions at work and safeguard the environment.

The Management's commitment, formalized in this Policy, is pursued through the application of an Integrated Management System that identifies and synergistically integrates the significant aspects of all systems to ensure maximum effectiveness and efficiency of processes, activities and resources.

Ciemmecalabria S.r.l. is committed to supporting the vision and mission in compliance with the company's values and pursuing the full satisfaction of the needs and expectations of all parties interested in its activities, through the adoption of an Integrated Policy for Quality, Safety and the Environment that is appropriate to the purposes and context in which it operates, that constitutes a point of reference for determining its strategic objectives in the short and medium term, that complies with the applicable mandatory and voluntary requirements and that is aimed at the continuous improvement of its performance. In particular, to develop and maintain an Integrated Management System, Ciemmecalabria S.r.l. is committed to the pursuit of the following strategic objectives:

- Comply with the regulatory requirements applicable to the company and related to the sectors and markets of activity of the Organization, with particular attention to the processes in order to:
 - Ensure compliance with the requirements of applicable standards.
 - Keep up to date with applicable legislation.
 - Respecting the environment, reducing environmental impacts.
 - Ensuring healthy and safe workplaces.
- Implement appropriate actions to address risks and opportunities arising from the context in which the Organization operates, understanding and periodically reviewing the needs and expectations of stakeholders relevant to the Organization.
- Investing in the development of new technological solutions.
- Optimize business costs to ensure an offer that is always competitive with respect to the market, aiming at a constant reduction of the cost of non-quality.
- Develop its business ability to respond and anticipate the needs and expectations of its customers, managing complaints and proposing initiatives to monitor and increase their degree of satisfaction.
- Eliminate, where possible, hazards and reduce environmental and health and safety risks, focusing also on climate change.
- Reduce occupational accidents and diseases to zero.

- Adopt provisions to prevent or minimize the production of polluting emissions, waste and optimize resource management, aligning with the objectives set out in the 2030 Agenda regarding the reduction of greenhouse gas emissions (Scope 1, 2 and 3).
- Monitor its production processes, including through internal audits, in order to ensure compliance with the required standards, compliance with requirements, process repeatability over time, the best system performance and the application of corrective actions in a short time, reducing the risks related to them.
- Collaborate with its suppliers to guarantee its customers the best achievable product, promoting the development of their performance through performance monitoring.
- Constantly engage in a continuous process of dialogue and involvement of stakeholders to understand their expectations and expectations (needs) in order to increase their satisfaction and address risks and opportunities.
- Promote continuous dialogue with internal and external stakeholders to eliminate conflicts or misunderstandings, promoting the involvement, participation and awareness of workers and suppliers on environmental and health and safety issues.
- Favor suppliers who act with a view to continuous improvement of the safety and environmental of the products and services provided.
- Promote the development of the skills of its human resources through targeted training plans and the definition of specific objectives, consistent with the company's strategic objectives.
- Increase awareness and responsibility on product quality, customer satisfaction, respect for the environment, safety standards.
- Ensure the consultation of workers and their active participation in the context of activities to improve the safety and health of workers, environmental aspects and all interested parties.
- Continuously improve the awareness, competence and involvement of staff and all stakeholders.
- Raise awareness and train its employees and all interested parties (including suppliers) on safety issues, to allow them to operate with full knowledge of the potential risks associated with work activities.
- Ensuring and promoting continuous improvement.
- Guarantee the security of IT data, both corporate and stakeholders, through recognized standardized procedures (Penetration tests, daily backups, Vulnerability tests).
- To proceed in the search for new market sectors, in the development and industrialization of innovative products and for new applications.
- To keep and maintain an active integrated management system according to UNI EN ISO 9001:2015, ISO 14001:2015, ISO 45001:2023 standards.

Ciemmecalabria S.r.l. undertakes, with this document, to put in place all the measures and resources necessary to pursue these general principles, in line with the orientation towards the continuous improvement of company performance. It also undertakes to maintain these general principles over time, periodically reviewing their contents to adapt them to the context in which the Organization operates.

Cazzago San Martino (BS), 09/06/2026

Chief Executive Officer – E. Calabria