

Automha S.p.A. as part of its activities it considers continuous improvement, health and safety at work, environmental protection, attention to future sustainability and ethical respect as an indispensable duty, a continuous commitment, and a constant fundamental to its objectives. Automha S.p.A. policy is both to meet the needs and expectations of its customers, and to achieve a primary reputation not only regarding the quality of the services provided but also, at the same time, operating with a view to safeguarding the environment, the safety of workers and ethical responsibility. For this reason, Automha S.p.A. has developed an Integrated Quality, Environment, Safety and Ethics Management System, compliant with UNI EN ISO 9001: 2015, UNI EN ISO 14001: 2015, UNI ISO 45001: 2018 and SA8000: 2014 standards.

The Management of Automha S.p.A. has decided to introduce the voluntary standard SA8000 based on the Universal Declaration of Human Rights, on ILO documents and other international standards concerning human and labour rights, as well as other national laws, to enhance and protect all personnel falling in the sphere of control and influence of an organization.

Compliance with the eight elements required by the international standard, namely:

- Child labour;
- Forced labour;
- Health and safety;
- Freedom of association, right to collective negotiation;
- Discrimination;
- Disciplinary practices;
- Working hours;
- Remuneration;

are essential for the correct implementation, monitoring and application of the SA8000 system.

The Company Management is committed to achieving the objectives specified below:

- development, guidance and promotion by the Management of a culture in the organization that supports the achievement of the expected results of the integrated management system;
- strengthening of top management and middle management in demonstrating leadership and commitment in relation to the management system and ensuring consultation and participation of workers in the development, planning, implementation and continuous improvement of the integrated management system;
- empowerment of Functions Managers to ensure the application of the Quality, Environment, Safety and Ethics Policy and the maintenance of the Integrated Quality, Environment, Safety and Ethics Management System in full efficiency;
- always convey the internal communication of information relevant to the integrated management system between the different levels and different functions of the organization, including changes to the management system; in communications, the

organization will consider aspects of diversity (language, culture and gender) and will ensure that the opinions of external stakeholders are considered in establishing its communication processes;

- empowerment of all staff regarding the quality of their work and the need to pursue continuous improvement of the Integrated Quality, Environment, Safety and Ethics Management System by fulfilling the explicit and implicit requirements of the Customer and the interested party;
- monitoring of the supply chain, through the evaluation of their performance and behaviour, but also through the measurement of the choices of products, materials with a lower environmental impact, with a reduction of risk for workers and with a guarantee of respect for ethical values;
- maintain optimal relationships between staff and company, encourage a participatory model and dialogue with staff;
- apply equal opportunity criteria to all staff levels (recruitment, training, development, promotion, etc.) and avoid forms of discrimination and marginalization;
- definition of environmental objectives/targets for the corporate functions that allow to verify the adequacy and continuous improvement of the Integrated Quality, Environment, Safety and Ethics Management System;
- planning of staff training for all functions and at all levels, making them aware of internal and external environmental issues and informing them of the risks associated with their duties and activities;
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- optimization of energy resources and waste management;
- compliance with the laws and regulations in force;
- constant monitoring and compliance with applicable legal requirements;
- consider its customers as a fundamental element of their success, ensuring a service that reflects the ethical behaviour of the company.

The Management of Automha S.p.A. undertakes to ensure that the policy and objectives for quality, the environment, work safety and ethics set out above are understood, implemented, and supported at all company levels and shared by the supply chain.

In this context, the Management supports the belief that the organization model defined by the UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, UNI ISO 45001:2018 and SA8000:2014 standards is the correct path to follow for the implementation of a careful analysis in the way of operating, the definition of the methods for monitoring all phases of company activities and the description of organizational practices.

The Management undertakes to comply with the requirements of the UNI EN ISO 9001:2015 e UNI EN ISO 14001:2015, UNI ISO 45001:2018 and SA8000:2014 standards, to disseminate the principle within the company through the communication of this Company Policy.

In this regard, the Management undertakes to take an active role in promoting and guiding all activities affecting quality, environment, safety in the workplace and ethics.

The Management of Automha S.p.A. undertakes to monitor the aforementioned objectives through the planning and execution of internal audits of the Integrated Quality, Environment, Safety and Ethics Management System and the definition of quality, environmental, safety and ethical indicators, the values of which will be established from time to time, on the occasion of the Management Reviews.

The organization hopes that each employee, within the scope of their role and authority, takes personal responsibility for their own safety and that of their colleagues, collaborators, visitors and participates in the continuous improvement process.

This policy is widespread and communicated at all levels of organization and to all those work on its behalf.

**The Management**