

QUALITY, ENVIRONMENT & SAFETY INTEGRATED POLICY

MONT.EL LLC wants to contribute to the growth of the wellbeing of the collectivity by a balanced environmental management to guarantee sustainable development and safeguard future generations. The Integrated Policy is based on a coherent set of principles to which each objective, action and management target must refer.

❖ IMPROVEMENT OBJECTIVES

Goals for improvement are established in a transversal way through the entire organization and are set to increase both the customer's satisfaction and the processes' effectiveness and efficiency, as well as guaranteeing environmental protection and health & safety in workplaces. Opportunities to reduce losses due to non-quality often guide improvement efforts. The goals are determined and updated in relation to the contexts' analysis, to the stakeholders and to the Company's risks and opportunities analysis.

❖ GENERAL OBJECTIVES

The various corporate functions must consider quality, safeguarding the environment, and guaranteeing health & safety in the workplace as fundamental and indispensable values for the success of the Company.

The Company's image must be defended by improving the quality of the products and the efficiency of the organization.

Compliance with the legislative provisions on the environment, health and safety is guaranteed by accessing, identifying, evaluating and monitoring each new provision. Specifically, the Management commits to implement structural adjustments finalized to obtain the declarations of compliance of the installations and the Company's premises.

In the determination of targets, costs associated with products' improvement are also assessed.

Particularly, it has been highlighted that the following objectives must be pursued constantly:

- achieve and maintain the quality of the products in order to satisfy with continuity the customers' requirements;
- set-up a verification and process monitoring system that guarantees their effectiveness and efficiency;
- provide customers with a guarantee that products comply with the features contractually agreed, eventually providing evidence by means of appropriate attestation;
- improve year by year the results of the environmental management of the Company's own activities and services in accordance with the Environmental Policy;
- prevent, eliminate and, if this is not possible, reduce pollution and the consumption of natural resources, considering the best economically feasible technologies available;
- ongoing improvement of the involvement and participation of personnel in achieving the objectives of the Company's policy, defined at various levels of the organization;
- provide adequate checks of risks resulting from our business activity for health and safety;
- commit in a focused way to eliminate hazards and reduce risks to health and safety, thereby preventing injuries and occupational illnesses;
- consult our employees on issues that concern their health and safety.

On the basis of these general objectives, the Management defines specific annual objectives measurable through appropriate indicators that enable the capture of data necessary to define the improvement actions.

To achieve the aforementioned objectives, it is necessary that the individual responsibilities and the self-awareness of each employee must always focus on health and safety in all activities and Company's programs.

What has been defined in this document shall be considered as prescriptive to everyone operating and/or collaborating with the Organization, therefore the Management wishes and supports the maximum participation and involvement to ensure the effectiveness and continuous improvement of the system.

The Management undertakes on its part to ensure that objectives are commensurate with corporate capabilities, in accordance with the technologies available, with the market trends, and such as to ensure the continuous improvement in health and safety conditions for workers and interested parties.

❖ COMMITMENTS

MONT.EL LLC sets among its priority objectives the health & safety in the workplace and considers its own employees as the main strategic resource: therefore, the Company ensures their rights are protected and their health and safety guaranteed, by implementing every possible action aimed at preventing injuries, incidents and occupational illnesses, considering personnel's training and prevention's measures as the most effective methods for risks' mitigation.

Health and safety's safeguarding requirements are observed, other than towards own employees, also with respect to all interested external parties. In view of the above, the Management has directly committed to:

- ensuring that own activities are to be carried-out complying with legislation in-force concerning health and safety and any agreed codes of practice;
- meeting the explicit and implicit requirements of the involved parties;
- preventing and reducing injuries and the onset of occupational illnesses of all those who serve in the workplaces at our Company's premises;
- providing safe and healthy working conditions and workplaces;
- reinforcing a safety culture and commitment, raising awareness of everybody's responsibility towards health and safety in the workplace;
- promoting and encouraging participation and consultation of employees and their representative;
- ensuring that industrial processes are designed, implemented, managed and maintained considering among priorities the health and safety in the workplace;
- defining targets, planning and executing actions set-out by the Health & Safety Management System in the workplace;

- regularly checking and continuously improving the effectiveness and efficiency of the Health & Safety Management System in the workplace;
- documenting, communicating and sharing methodologies used and results achieved;
- collaborating with local health agencies (ATS) and environmental protection authorities (ARPA), the firefighters national brigade (C. N. VV. F.), the national insurance institute for occupational health & safety against accidents at work (INAIL), supervisory bodies and organizations responsible for enforcing the relevant legislations in-force.

Environmental culture and professional growth

Developing, at all levels, a sense of environmental responsibility by achieving a knowledge of environmental aspects, with information, awareness, learning and training programs tailored to each person's commitment within the Organization.

Communication of environmental principles

Promoting, both within and outside the Organization, the principles of the Environmental Policy as well as the results achieved in a logic of transparency and dialogue, encouraging a general commitment not to pollute.

❖ LEARNING & TRAINING

Ongoing learning and training are essential for everyone. Learning and training schedules are important for creating and maintaining the conditions necessary to improve quality, the environment and safety.

Collaborating with all the interested parties in accordance with local government policies aimed to encouraging dialogue, transparency and joint participation in the most suitable places and to provide a contribution tailored to each person's own role and prerogatives.

Management of environmental impacts

- monitor and, whether possible, reduce atmospheric emissions originating from fixed and mobile sources;

- monitor the production, storage, transportation and disposal of waste and wastewater, trying to reduce the quantities and degree of hazardousness;
- analyze and optimize the consumption of energy and water;
- control and manage the use and storage of hazardous substances to prevent damages to humans and the environment;
- promote correct environmental behaviors by contractors and suppliers working on behalf of the Company.

New projects

The Company ensures preventive assessments of environmental aspects in all design activities adopting, whenever possible, operative solutions with a least environmental impact. In particular, the requirements of the applicable EU directives are managed.

Management commits to disseminating, implementing, maintaining active and periodically reviewing the present Integrated Policy based on the evolution of the environmental, socio-economic and institutional context.

During the course of the year 2023, the Company has installed a solar photovoltaic-type plant of 100kW which permits to contribute to the reduction of 53kg of greenhouse gases' emissions per hour.