INTEGRATED MANAGEMENT SYSTEM POLICY

The organization is fully aware that a responsible economic strategy, aimed at environmental, energy, quality and safety issues arising from its activities, is its success and the satisfaction of its customers in the identified context.

Silfas srl, by implementing the Integrated Quality - Safety - Environment - Energy System according to the reference standards **UNI EN ISO 9001:2015 - UNI EN ISO 45001:2018 - UNI EN ISO 14001:2015 - UNI EN ISO 50001:2018**, intends to converge and concentrate its energies, professionalism, technological innovation to better present itself as a qualified company, recognizing that its know-how and its employees/collaborators constitute the true corporate assets.

The Management therefore defines the Integrated Policy and commits itself within the scope of application of its Management System on the following issues:

- Promote full **customer satisfaction**;
- Provide products that always meet the applicable statutory and regulatory requirements and those deemed necessary by the organization, improving customer satisfaction;
- Comply with the **legislative provisions and regulatory requirements applicable** to the products/services offered, the means of production and the company structures, binding with regard to the quality of the product/service, environmental protection, energy saving and the protection of the health and safety of workers;
- Evaluate the significance of environmental aspects and impacts and risks to workers' health and safety and incorporate the results into management practices and when defining company development plans;
- **Prevent pollution** in all its forms by adopting appropriate and effective management measures and available and accessible plant solutions;
- Engage in the **prevention of accidents and occupational diseases** by managing health and safety risks present during the production process in the best possible way, including through the provision of specific training to workers.

The Management of **SILFAS S.r.l.** believes that the responsibility in managing the integrated system concerns the entire company organization, each for their own skills. The commitment is to consider our Policy and the results obtained as an integral part of the company management and as a point of reference for identifying the objectives and goals to be achieved on the basis of which to plan specific interventions/improvement programs. Therefore, all workers must try to pursue these objectives.

As regards **Quality**, the company's commitment is aimed at optimising direct and indirect activities to guarantee clients reliability and quality in compliance with specific requests, binding requirements, needs and expectations of customers, in particular aiming to:

- Build customer loyalty (By constantly increasing your level of competitiveness and profitability; by following market trends and quickly proposing innovative solutions; by focusing on innovation and partnerships and by monitoring customer satisfaction).
- Build supplier loyalty and monitor their performance.
- Reduce non-conformities, complaints, delays.

For the **Environment**, the company's commitment is to protect it by taking into account the guidelines of community environmental policy, researching available and economically compatible technologies and methodologies, following the most effective management practices and aiming at continuous improvement of the environmental impact, in particular by working towards:

- Reduce waste produced and where possible the packaging component both internally and by the supplier.
- Reduce the related effects both within society and in the surrounding environment.
- Comply with mandatory and reference regulations.
- Communicate transparently your environmental performance to the local community and customers to gain and consolidate the trust of interested third parties.

For **Energy**, the company's commitment consists in pursuing every possible objective to improve energy efficiency and reduce the resulting environmental impacts (CO2 emissions) taking into account the guidelines of community energy policy, researching the available and economically compatible technologies and methodologies, following the most effective management practices and aiming at continuous improvement of the energy impact, in particular by working towards:

- Ensuring responsible consumption of energy resources,
- Adopt reference standards to ensure objective management of processes and indicators,
- Eliminate waste by raising awareness among staff, customers and suppliers,
- Implement an energy management system integrated with other existing systems,
- Commit to promoting the development of a corporate culture that is attentive to energy aspects,
- Commit to continuously measure and improve your energy performance.

As regards **Health and Safety in the workplace**, the commitment is to maintain a high level of attention on compliance with current regulations, ensuring that:

- Each operator is motivated to develop their professional skills, the responsibilities of the role as well as the commitment to compliance with the prevention and protection procedures obtained through the dissemination of the culture of safety and awareness of this culture.
- There must be a guarantee of adequate resources to finance training, information and education.
- Health and safety levels are constantly monitored and the ergonomic aspects of the workplace and the psychophysical well-being of workers are always of high quality.
- Appropriate procedures should be adopted and maintained to manage any emergencies in order to limit the resulting damage as much as possible.
- Performance should be monitored and reviewed, with improvement actions taken where necessary.

The Management of **Silfas S.r.l.** undertakes to provide all the financial, human, technical and infrastructural resources necessary to achieve the objectives set. Such resources, where lacking or improvable, are defined and quantified annually during the Management Review.

Rivara, date 10/01/2025

C.E.O.

Fabrizio Fassero