

## **ENVIRONMENTAL POLICY – Excerpt from the Environmental Management Manual**

Respect for the environment is a core value for Arturo Salice S.p.A. and constitutes the primary condition for the approval and operation of any activity and industrial installation of the Company.

Top Management has made this statement a “corporate style,” operating through decisions, organizational structure, training, staff responsibility, provisions, procedures, and reviews, to ensure that it becomes a natural behavior for everyone. Each manager must feel actively engaged in this collective effort to create and maintain the highest possible level of environmental respect and protection.

At the same time, the Company recognizes the global growth of environmental awareness as a fundamental factor for its activities and business, aiming to meet the needs and expectations of all interested parties regarding the activities, processes, products, and services implemented by ARTURO SALICE S.p.A., which define the company’s operational context.

Top Management therefore sees the opportunity to define, develop, and document its Environmental Management System and believes that the results achieved over the years in terms of customer and stakeholder satisfaction are also due to environmental decisions and management.

In recent years, environmental and safety regulations (often closely linked) have evolved, leading to increased “environmental awareness” in the industrial community.

This has resulted in greater attention from customers and other stakeholders to environmental issues, particularly concerning raw materials and auxiliary materials used in the production process and present in the final product.

Consequently, customer requests for information regarding raw materials and activities/processes carried out within the company have increased.

This trend shows that companies’ interest in environmental aspects now includes evaluating both direct and indirect impacts from suppliers and subcontractors, aiming for a “global” reduction of critical environmental aspects, taking into account all internal and external factors in the company’s context.

As a result, Arturo Salice S.p.A. intends to implement a program aimed at:

- preventing the emergence of negative environmental impacts;
- addressing risks and/or developing opportunities arising from the fulfillment or non-fulfillment of stakeholders’ needs and expectations;
- maintaining and improving behaviors aimed at protecting the internal and external environment.

Arturo Salice S.p.A. commits to complying with applicable environmental legislation, UNI EN ISO 14001:2015, local regulations, obligations from regulatory bodies, and contractual agreements with suppliers and clients.

The Company will pursue these commitments by:

- Monitoring and verifying legal compliance using appropriate tools and operational procedures;
- Establishing, maintaining, and developing an Environmental Management System in compliance with UNI EN ISO 14001:2015;
- Identifying and controlling its significant direct and indirect environmental impacts, including those from suppliers and evaluated through lifecycle assessments;
- Defining environmental objectives and regularly monitoring their achievement;
- Identifying risks and opportunities from context analysis and evaluating the effectiveness of related actions;
- Progressively minimizing and, if possible, eliminating existing significant environmental impacts and reducing context-related risks, by:
  - developing an Environmental Improvement Plan,
  - promoting less polluting technologies,
  - raising awareness, informing, training and educating staff,
  - conducting specific studies to reduce energy, water, and thermal consumption,
  - recovering energy from existing systems when technically feasible,
  - and carrying out activities to meet stakeholders' needs and requirements;
- Preventing the emergence of new negative environmental impacts and/or further context-related risks;
- Monitoring the progress of the improvement process through defined benchmarks and review milestones;
- Periodically verifying and reviewing the implementation and adequacy of planned objectives and context-based actions, using audits and management reviews;
- Ensuring constant employee commitment by involving them directly in environmental activities, correcting any non-conformities or improper behavior, in relation to their duties, to promote responsible and conscious environmental behavior.

Arturo Salice S.p.A. is committed to defining and promoting programs for the **Continuous Improvement** of environmental quality, through the strategic actions recommended by UNI EN ISO 14001:2015, particularly:

1. **Environmental quality** stemming from a clear and precise definition of significant environmental impacts as the basis for all implementation activities;
2. **Environmental quality** related to awareness in the correct use of direct and indirect materials and the continuous search for non-polluting, renewable, and recyclable products, substances, and energy sources;

3. **Environmental quality** derived from the awareness, skills, and motivation of all personnel, trained on the Environmental Policy and consistent in their behavior with the related instructions;
4. **Environmental quality** resulting from internal organization, expressed through procedures, instructions, records, and audits aimed at fully and promptly implementing the declared Environmental Policy;
5. **Environmental quality extended to the “external” environment**, acting as a constant stimulus toward suppliers, clients, and other external stakeholders to spread and develop a culture of environmental respect and protection.

To ensure the **effectiveness and efficiency** of the Environmental Management System—especially the achievement of objectives set in the Environmental Improvement Plan—Top Management appoints the **HSE Manager** to implement, coordinate, and oversee all activities necessary for proper system implementation.

The HSE Manager collaborates with:

- the **Quality Office**, for managing and updating documentation integrated with the Quality System;
- the **Purchasing Office**, for supplier relations and awareness;
- the **Maintenance Office**, for planning (internal or external), implementing, controlling, and recording maintenance interventions;
- the **HR Office**, for planning, implementing, controlling, and recording training activities.

The HSE Manager has the authority to initiate interventions and controls to ensure that the Environmental Management System complies with regulations, legislative requirements, contract specifications, and procedures, suspending any activity that may compromise the system’s effectiveness.

Top Management communicates the **Environmental Policy**:

- **Internally**, to all staff levels, through:
  - Environmental Management Manual;
  - Environmental Management System Procedures;
  - Environmental Improvement Plan;
  - Targeted information, training, and instruction;
  - Results evaluation and dynamic correction.
- **Externally**, with suitable means:
  - Directly to local public authorities;
  - Directly to clients;
  - To the market, via advertisements and articles in trade publications;

- To any requesting parties, including non-clients.

Top Management periodically reviews the adequacy and effectiveness of the Environmental Management System through an annual management review.

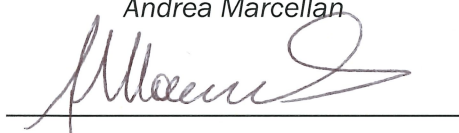
In particular, Top Management:

- ensures the means, structures, staff, and training are adequate to meet system needs;
- calls for full employee cooperation at all levels in implementing environmental improvement actions;
- requires compliance with the rules set out in this Environmental Management Manual.

Novedrate, 05/07/2024

**L'AMMINISTRATORE DELEGATO**

*Andrea Marcellan*

A handwritten signature in black ink, appearing to read 'A. Marcellan', is written over a horizontal line.