

INTEGRATED POLICY FOR QUALITY, SUSTAINABILITY, HEALTH, SAFETY, ENVIRONMENT AND COMPLIANCE

This Policy is a commitment of the **Top Management**, with the cooperation of all employees, according to their own powers and competences, to comply with the applicable requirements deriving from the standards ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and current regulations.

Ferrolì and its affiliate companies operates in residential, commercial and industrial heating and cooling sectors. Ferrolì and its affiliate companies intend to consolidate themselves as a reliable reference point in their sectors of activity, through the application of Management System and the capability to identify and control the critical points of their processes in relation to the satisfaction of mandatory and contractual requirements.

The Management Systems regulates the processes that are carried out in a planned and documented way, aimed for achieving the following **Objectives**, for which the **Top Management** undertakes to:

REGULATORY AND LEGISLATIVE COMPLIANCE

- Promptly detect legislative innovations, transposing them in regulating companies' activities to assure the compliance to legislative requirements
- Define the tasks in an organic and clear way, assigning the responsibilities and authorities to the organizational roles, in complying with the Group Code of Ethics and Group Policies
- Communicate, disseminate and promote integrated compliance, starting from the Group Code of Ethics, the Group Policies and the mandatory regulation and standards
- Assure the adequacy to the regulatory evolution of the reference markets with achievement of professionalism and complete accountability of employees
- Monitor, analyse and systematically evaluate the compliance to the regulations and the obligations of the companies

PROTECTION OF WORKPLACE HEALTH & SAFETY

- Identify the dangers deriving from the activities carried out, evaluating the risks and implementing the appropriate actions to prevent accidents and occupational diseases
- Continuously improve the workplace Safety Management System and consult Workers on the aspects of prevention in the field of workplace Health & Safety
- Require all Workers to operate in prevention by promptly reporting deficiencies and non-compliance with the applicable rules in the workplace Health & Safety
- Spread the culture of Safety and awareness of all those who work under the control of Ferrolì about their Health & Safety roles
- Disseminate information on companies risks to all Workers and carry out training and instruction at all levels, with specific reference to the task performed

QUALITY

- Assure leadership and commitment of Top Management towards the Quality themes
- Plan the Quality System, identifying objectives and implementing actions to address risks and opportunities related to the context and the needs of Stakeholders
- Identify and provide the necessary resources for implementing, maintaining and improving Quality activities
- Plan and implement Operation Quality, Product Quality & Safety, Customer Quality and Supplier Quality
- Support Customers with systematic analysis and monitoring in order to implement and improve Products and Processes
- Promote of awareness on roles and responsibilities about Quality achieving Customer satisfaction
- Monitor, measure, analyse and evaluate the performance and effectiveness of the Quality System
- Communicate, disseminate and promote the culture of Quality and continuous improvement

SUSTAINABILITY AND ENVIRONMENT

- Identify sustainability and environmental aspects related to the activities carried out, evaluating the corresponding impacts and risks
- Define and implement actions to increase sustainability, prevent pollution and protect the environment
- Promoting the sustainable use of resources and contributing to the mitigation of climate change
- Continuously improvement of the Environmental Management System
- Communicate and promote the culture of sustainability with internal and external Stakeholders
- Strengthen social sustainability through the promotion of well-being, equity, justice and social cohesion

Ferrolì Group Chief Executive Officer
Antonio Recinella

