

Our companies share the same core values upon which this Policy is founded: People, Passion and Work, Reliability, Innovation and Dynamism, Sustainability.

These principles guide us in achieving the objectives set out in our Quality, Health & Safety, Environmental, and Energy Management Systems, ensuring alignment with the global ESG approach, which promotes sustainability and social responsibility at all operational levels within our companies. To concretely address these aspects in 2026, General Management aims to promote and develop the following activities:

- Ensure full compliance with all applicable laws and additional voluntarily undertaken commitments in the areas of Quality, Environment, Energy, and Health & Safety.
- Safeguard workers, protect the environment, and maintain transparency with all stakeholders.
- Continuously improve and maintain management systems for Quality, Environment, Energy, and Occupational Health & Safety (HSE).
- Strengthen sustainability reporting in accordance with the European CSRD Directive requirements.
- Provide innovative products and services that prioritize solutions reducing environmental impacts across the entire product lifecycle, assessed through LCA analyses, with particular attention to rational energy and water use.
- Systematically calculate the organizational Carbon Footprint and commit to reducing climate-impacting emissions through a decarbonization plan based on European regulations and concrete, sustainable actions.
- Promote energy recovery systems, focusing on low-temperature technical waste valorization to improve overall process efficiency.
- Invest in autonomous energy production systems from renewable sources, using internal and external resources, to reduce fossil fuel use, CO<sub>2</sub> emissions, and energy costs.
- Pursue continuous improvement in energy performance through design, procurement, and technological solutions to meet energy objectives.
- Support the transition to low-emission mobility by introducing electric vehicles to the company fleet and making employees' commuting more sustainable, continuing to promote carpooling.
- Constantly analyze and evaluate water, waste, and air quality management to ensure legal compliance and continuously improve environmental performance, with a focus on water efficiency.
- Reduce waste production and enhance internal recycling through technological innovation and ongoing employee awareness, in line with Circular Economy principles.
- Promote synergies within the group to recover and valorize production process waste that cannot be directly reused.
- Optimize prevention and protection measures to reduce occupational health and safety risks, preventing accidents and work-related illnesses, with particular attention to internal traffic, human-machine interaction, isolated work, emergency management, and confined spaces. Implement interventions planned in the Risk Assessment Document improvement plan.
- Enhance near-miss analysis in both safety and environmental areas, recognizing these incidents as valuable opportunities for growth and improvement.
- Ensure the growth of our employees through continuous training and awareness on environmental respect, optimization of production and logistics processes, customer satisfaction, and reduction of energy consumption and greenhouse gas emissions. Special attention is given to Occupational Health & Safety through innovative experiential training methods.
- Explore new methods for personnel training, making this phase increasingly effective and engaging.

# INTEGRATED COMPANY POLICY



Our mission is to excel in the creation of innovative, eco-friendly, and high-quality products and services, providing attentive and timely support to every stakeholder. We adopt processes that respect people and the environment, with a strong focus on global markets while maintaining deep roots in the territory where we were born.



We offer solutions and products that combine innovation and sustainability, contributing to a fairer future that respects the environment and future generations.

## MANAGEMENT SYSTEMS AND CERTIFICATIONS

### VALSIR

### OLI

### MARVON

### ALBA

#### QUALITY ISO 9001



#### ENVIRONMENTAL ISO 14001



#### ENERGY ISO 50001



#### SAFETY ISO 45001





- Promote continuous professional and personal growth, maintaining a high level of competence, training, and awareness among employees, ensuring their active involvement in all company activities.
- Continuously work to improve the company climate and update the welfare services portfolio to meet employees' diverse needs.
- Encourage dialogue and collaboration with stakeholders to maintain and acquire competitive advantage. Satisfy customers by meeting explicit and implicit requests and monitoring effectiveness continuously.
- Ensure strong market and territorial presence to meet customer needs, offering excellent service in design, technical training, consulting, product quality and sustainability, delivery speed and flexibility, and installation and after-sales support.
- Actively collaborate with the supply chain to optimize procurement processes in terms of quality, efficiency, and reliability, generating shared value and increased competitiveness.
- Apply 5S standards and Lean Production principles daily to achieve maximum process efficiency and effectiveness.
- Ensure information security and business continuity by developing employees' digital skills.
- Protect privacy and personal data in full compliance with Regulation (EU) 2016/679 (GDPR) and applicable laws, implementing adequate technical and organizational measures to prevent unauthorized access, disclosure, or illegal processing.
- Adopt an approach based on maximum transparency, fairness, and integrity, committing to prevent any form of unlawful, corrupt, or unethical behavior, in accordance with Legislative Decree 231/2001 and the company's Organizational, Management, and Control Model.
- Commit to maximum transparency with all stakeholders, reporting performance through the Sustainability Report and promoting an integrated, risk-based approach to our management systems.

## DISSEMINATION

This Policy is communicated through the channels defined by the group companies for distributing information and regulations: via email to all company email holders, publication on the Zucchetti portal, posting on company websites, periodically through "sustainability highlights," storage on the company network, and sharing during departmental/office meetings.

## VALIDITY

This Policy is valid for one year from the date of signature.

## RECIPIENTS OF THE POLICY

This Policy is addressed to employees and all individuals working for or on behalf of the organizations.

## REFERENCES

For further information regarding references mentioned in this Policy, please refer to the specific documents.

General Management  
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