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The Management is committed to implementing a policy that focuses on fully satisfying the expectations of those who intervene directly or not in the cycle of the activity carried out (customers, employees, suppliers, etc.).

The Integrated Management System for Quality, Health and Safety in the Workplace, Environment, Road Traffic Safety, Social Responsibility, Prevention of Corruption, Gender Equality (hereinafter, "IMS") regulates the processes carried out within the company in a planned, documented manner aimed at achieving the following purposes:

- risk management aimed at eliminating or mitigating them;
- the satisfaction of the needs and expectations of the interested parties through the achievement of a high level of reliability and quality of the realizations, in full compliance with the explicit and implicit requests of the customers themselves and the mandatory requirements;
- the implementation of continuous improvement in the solution of commercial problems highlighted through customer complaints;
- the search for products that are always innovative and flexible in order to satisfy even the non-standard requests of customers and respond to their problems in the best possible way;
- the improvement and monitoring of planning activities to ensure compliance with delivery times and the optimization of construction times;
- the continuous improvement of its processes through the analysis of the same and the optimization of the management of infrastructural, information and human resources;
- the adaptation of the company organization to the solicitations and evolution of the needs found internally or reported from outside;
- the satisfaction of all compliance obligations relating to its environmental, safety, social responsibility, corruption prevention and gender equality aspects;
- the continuous commitment to environmental protection and to the improvement of its environmental and safety performance, social responsibility, corruption prevention and gender equality, minimizing, where technically possible and economically sustainable, any impact on the environment and on the corporate interlocutors of its activities, in order to prevent pollution and any possible accident and occupational disease, as well as in order to prevent and manage the risks of corruption directly or indirectly linked to its activities, also ensuring the achievement and maintenance of gender equality over time;
- the maintenance of a relationship of maximum collaboration and transparency with the community, institutions and interested parties, with regard to all environmental, safety, social responsibility, corruption prevention and gender equality issues and the significant impacts generated by them;
- the promotion of awareness-raising, education and training activities for the environment, safety, social responsibility, for the prevention of corruption and for the dissemination of a culture based on Gender Equality, of its employees, collaborators, customers, suppliers and contractors, in order to increase knowledge of environmental issues, corporate health and safety, social responsibility, of corruption prevention and Gender Equality and to involve them so that they actively participate in the improvement of the IMS;

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- the assessment and monitoring of the impacts of the various phases of the production process on the environment and risks in terms of health and safety at work, social responsibility, corruption prevention and gender equality;

The development of this Integrated Policy for Quality, Safety, Environment, Social Responsibility, Corruption Prevention and Gender Equality is based on the definition and verification of the state of achievement of the objectives set, on the dissemination, understanding and implementation of this Policy within the entire company and towards stakeholders and on the periodic verification of its adequacy and effectiveness. To this end, each function undertakes to:

- ensure the systematic adoption of system documentation;
- to train-train staff, for specific skills, in order to improve their professionalism;
- rationalise the organisation, the work phases and the flow of information;
- plan their respective activities in line with the concept that, internally, each function is a customer and supplier of other functions that are respectively "upstream" and "downstream" of it.

The Management of this Company also reminds all Managers and all Workers that it is personally committed to ensuring the personal safety and health of every worker, environmental protection, Social Responsibility, the prevention of corruption and Gender Equality. In order to achieve this goal, the prevention of risks inherent in IMS in our company is conceived and organized in such a way as to be an integral part of each processing phase. The management reminds all Workers that they must absolutely scrupulously comply with the Directives established and communicated. The General Manager confirms that it is his will that all Workers refrain from carrying out actions that may involve a risk of damage to people or property and the environment, that impact on his social responsibility, that may expose the company to the risk of active and passive, direct or indirect corruption and/or that impact on gender equality and that they are also invited to report to their direct Manager every dangerous situation and every machine or plant that are not safe, as well as to the persons indicated any situation that may constitute a violation of the IMS. As part of the established Corporate Mission, the management asks all its Collaborators in this company to commit themselves to implementing what is necessary to prevent risks to health and safety, to the environment, to the prevention of corruption, to the maintenance of social responsibility and gender equality standards, according to the Responsibilities and Skills that have been assigned to each one.

Through the IMS, the Company pursues the objective of:

- improve processes and activities according to the rules of Quality referred to in the UNI EN ISO 9001 standard;
- to preserve the health and safety of workers in the workplace according to the UNI ISO 45001 standard;
- effectively protect the environment according to the UNI EN ISO 14001 standard;
- act responsibly in the social sphere, respecting the international and national regulatory framework of reference, as well as the nine requirements established by the SA 8000 Standard.
- establish a rigorous approach to prevent any form of corruption, both active and passive, direct or indirect, in compliance with the principles of ethics, legality and transparency in accordance with the UNI ISO 37001 standard, also observing the prevention and control measures of the Organisational Model pursuant to Legislative Decree 231/2001 adopted by the Company;

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- improve road traffic safety according to the UNI ISO 39001 standard
the Management is therefore committed to pursuing a policy of continuous improvement of its performance in terms of road safety, promoting prevention and minimizing, where technically possible and economically sustainable, the risk of road accidents on the way to the workplace or the offices of customers and suppliers;
- adopt an approach and culture based on respect and enhancement of diversity in terms of gender, age, social origin, religious origin, political ideas, psychophysical abilities, identity and sexual orientation, committing to creating and maintaining an inclusive and diverse environment, guaranteeing equal opportunities and fair treatment to all individuals on the basis of merit, without discrimination on the basis of race, religion, geographical origin, gender (including pregnancy), sexual orientation, age, health conditions.

The management undertakes to ensure the availability of all the resources necessary to achieve this objective and to periodically verify the degree of adherence to this commitment of Managers, Supervisors and Workers, detecting Non-Conformities and activating any Corrective Actions.

The General Manager undertakes to ensure that all work is carried out in compliance with the highest possible levels of safety, providing the necessary resources for the improvement of the plants and for the training of all employees.

All Workers are invited to communicate their observations useful for improving risk prevention to their direct superiors in this Company.

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