

ENVIRONMENTAL, HEALTH & SAFETY POLICY

rev I July 2025

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The Management of the Isoclima Group firmly believes in the importance of pursuing its business objectives, while safeguarding the health and safety of its employees and ensuring respect and protection of the environment as an integral part of its activities, and as a strategic commitment with respect to the more general purposes of the Group.

The company policy, expressed in this document, circulated to all subjects of the company and, upon request, to stakeholders, constitutes:

- The guide and constant reference for all personnel at every level in all operational choices and decisions.
- The basis on which to define environmental, health, and safety objectives and targets for all activities.

For the pursuit of objectives and targets, the fundamental management tools are:

- The consultation and the involvement of interested parties
- The organisational structure of personnel with defined responsibilities
- the health, safety, and environmental management systems
- manuals, procedures, and system operating documents

The Isoclima Group commits to ensuring that:

- ⇒ Operations follow principles of continuous improvement, planning, environmental and safety objectives and targets, continuously monitoring performance, and taking corrective actions when necessary;
- ⇒ An open dialogue with local communities and environmental authorities is maintained and promoted;
- ⇒ Company staff duties and responsibilities are clearly defined, and adequate training and continuous involvement are ensured, also through representatives, regarding the management of environmental, health, and safety protection.
- ⇒ Compliance with applicable legal requirements and other obligations signed by Isoclima is guaranteed;
- ⇒ Systematic control and review of the effectiveness and efficiency of processes and of the degree of conformity of the company HSE management system to reference standards and current legislation on safety, health, and environment are carried out;
- ⇒ Issues concerning environment, health, and worker safety are regularly reported to Management.
- ⇒ Sustainable use of energy resources, mitigation and adaptation to climate change, protection of Biodiversity and ecosystems are guaranteed, favouring the use of sustainable raw materials with reduced environmental impact;
- ⇒ Each Manager is encouraged to seek clear forms of internal communication of company objectives;
- ⇒ Necessary measures are adopted to control health and safety risks with particular reference to activities carried out;
- ⇒ Environmental impacts of activities are systematically identified, their effects understood, and causes determined, to raise environmental awareness at all levels;
- ⇒ Management systems are implemented within the identified context, considering stakeholder expectations, risks, and opportunities;
- ⇒ Programs are implemented to reduce energy and raw material consumption, prevent pollution, and minimise environmental impacts from production activities, also using processes and technologies that prevent and/or facilitate interactions with the environment;
- ⇒ Waste is managed to promote recovery and recycling rather than disposal;
- ⇒ Commitment to reducing waste generation, discharges, and emissions into the atmosphere is ensured.
- ⇒ The implications of climate change in relation to company activities and strategic planning are evaluated.
- ⇒ Potentially hazardous products are confined and isolated;
- ⇒ Consult periodically with workers, including through their representatives, through scheduled meetings and on an ongoing basis as part of the daily management of the activity;
- ⇒ Collaboration among stakeholders is encouraged to enhance everyone's personal knowledge, and consultation on environmental, health, and safety issues is guaranteed; involvement processes aim to ensure understanding of each actor's central role in applying management systems.
- ⇒ All workers are trained, informed, and instructed to perform their tasks safely and to assume their responsibilities in terms of worker health and safety and environmental matters

- ⇒ Protecting health and the environment is considered a corporate goal to be constantly pursued and improved by defining specific objectives and related improvement programs.
- ⇒ Activities are also managed to prevent accidents, injuries, and occupational diseases. Environmental damage is also addressed through continuous information/training actions, as well as the use of innovative technologies and substances.
- ⇒ Contractors safeguard workers' health and safety and reduce their environmental impacts in compliance with this policy;
- ⇒ The policy is constantly updated to improve effectiveness and ensure continuous suitability to the organisation, particularly by evaluating the evolution of the risk assessment document and the initial environmental assessment.

Management Approval
Employer - CEO

Liviana Forza

Signature



