

ENVIRONMENTAL, HEALTH & SAFETY POLICY
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The Corporate Management of the Isoclima Group firmly believes in the importance of pursuing its business objectives, preserving the health and safety of its employees and ensuring respect for and protection of the environment as an integral part of its business, and as a strategic commitment with reference 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 and health and safety objectives and targets, for all activities.

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

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

These tools and their application consequences must be coordinated with the Quality Policy in order to achieve full integration, thus maximizing efficiency in achieving the objectives.

ISOCLIMA Group is committed to:

- ⇒ continuous improvement principles are operated by planning environmental, safety and related targets, continuously monitoring performance, and taking appropriate corrective action if necessary;
- ⇒ an open dialogue with local communities and environmental authorities is maintained and promoted;
- ⇒ precise definition of the duties and responsibilities of the Group personnel, and their adequate training and constant involvement, also through their representatives, in the Group management of safety, health and environmental protection;
- ⇒ guarantee the compliance with the applicable legal requirements and other requirements signed by **ISOCLIMA Group**; for this purpose, a system has been prepared for updating the applicable rules / laws;
- ⇒ a systematic monitoring and review of the effectiveness and efficiency of its processes and the degree to which the company's Health&Safety and Environmental Management System complies with the relevant standards and current legislation on safety and health and environment;
- ⇒ **regularly report to the Management the issues relating to the environment and the health and safety of workers;**
- ⇒ **to guarantee the rational use of energy and raw materials;**
- ⇒ encourage each Manager to seek clear forms of internal communication of corporate objectives;
- ⇒ to adopt the necessary safety and health risk control measures with particular reference to the activities carried out;
- ⇒ to record systematically the environmental impacts of their activities, understanding their effects and identifying their causes, **in order to increase environmental awareness at all levels;**
- ⇒ implement management systems within the identified context, considering the expectations of interested parties, risks and opportunities;
- ⇒ put in place programs aimed at reducing energy consumption and raw materials in order to prevent pollution and minimize the environmental impacts resulting from its production activities;
- ⇒ manage wastes in such a way as to favor recovery and recycling rather than disposal activities;
- ⇒ **guarantee the commitment to reduce the number of wastes produced, discharges and emissions into the atmosphere;**
- ⇒ segregate and isolate potentially dangerous products;
- ⇒ consult periodically workers, including through their representatives, through scheduled meetings and on an ongoing basis as part of the daily management of the activity;
- ⇒ create a collaborative relationship between all the interested parties aimed at the growth of each person's personal knowledge **and consultation with stakeholders on environmental, health and safety issues are guaranteed;** the process of involving each individual actor is aimed at making them understand the centrality of their role in the Health&Safety and Environmental Management System;
- ⇒ train, inform and instruct all workers to carry out their duties safely and to assume their responsibilities regarding the health and safety of workers and the environment;

- ⇒ consider the protection of Health&Safety and Environment as a corporate goal to be achieved and constantly improved by defining specific objectives and related improvement programs;
- ⇒ manage activities with the aim of preventing accidents, injuries, occupational diseases and damage to the environment; this objective is pursued through constant information / training, through the use of innovative technology and substances;
- ⇒ check that the contractors who work for the Group adopt the same criteria for the protection of the health and safety of workers, also asking them to share the principles of the Group Health&Safety and Environmental Policy;
- ⇒ update promptly this Policy to improve its effectiveness and continuous adequacy to the organization by evaluating in particular the evolution of the Risk Assessment Document and the Initial Environmental Assessment;

PAOLO CAVALLARI
(Chief Executive Officer)


