

## **INTEGRATED POLICY: Quality, Environment, Safety and Social Responsibility**

**In accordance with ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and SA8000:2014**

Cassiole Srl has implemented an integrated management system for Quality, Environment, Safety and Social Responsibility. Consistent with this path, Cassiole Srl respects the principles of quality, to guarantee:

- **The Customer**, in terms of the reliability of the service offered and the product supplied.
- **The collaborators**, in terms of the reliability and integrity of the company in which they operate.
- **The Management**, in terms of control of internal processes: times and methods of product realization.

Through the development of the integrated management system, the Management aims to:

- Satisfy the requests and expectations of the Customers.
- Define and document internal processes, assessing their risks, opportunities, and potential for improvement.
- Define and document operating methods that allow for the achievement of adequate levels of efficiency and effectiveness.
- Improve the technical skills of the company's collaborators.
- Comply with national regulations on public procurement.
- Ensure high quality and speed of execution of the plants.
- Reduce costs and increase productivity by analyzing inefficiencies.
- Achieve the highest standards of environmental sustainability in all aspects of our operations, guided by the principles of the ISO 14001 standard.
- Prioritize energy efficiency and the use of renewable energy sources in our operations to minimize our carbon footprint.
- Reduce greenhouse gas emissions in scopes 1, 2, and 3, in line with global climate goals and international frameworks such as the Science Based Targets initiative (SBTi).
- Ensure that the products supplied comply with all relevant laws and standards.

The Management intends to realize this Policy with measurable objectives and therefore undertakes to:

- Define specific and measurable objectives and disseminate them to the parties involved through appropriate information.
- Monitor the defined objectives through periodic reviews.
- Provide the human, economic, technical, and logistical resources necessary to achieve the objectives.
- Support the integrated management system by holding periodic meetings with all company collaborators.

The Management considers Customer satisfaction a priority, paying constant attention to respecting their expectations and increasing their approval. The Management promotes the culture of quality and supports the organization's commitment to satisfy all the requirements of the integrated management system, to continuously improve its effectiveness and to manage knowledge, encouraging the involvement of all human resources, enhancing their personal skills, training, and awareness of their role in the organization's processes.

All collaborators are required to make their own convinced and constructive contribution to the success of the project, respecting the principles contained in the Policy and actively proposing suggestions for improvement.

The Management intends to continue the process of data management and their precise analysis, aware that:

**MEASURING IS THE KEY. IF YOU DON'T MEASURE, YOU CAN'T KEEP IT UNDER CONTROL. IF YOU DON'T CONTROL, YOU CAN'T MANAGE. IF YOU DON'T MANAGE, YOU CAN'T IMPROVE.**

The commitments of the integrated management system are translated into annual plans of **OBJECTIVES, TARGETS, AND MEASURABLE INDICATORS**, according to a structural framework that correlates the needs of the Customers and the respect for mandatory requirements with the organization's objectives, assigned to the relevant levels of the company structure.

MANAGEMENT'S COMMITMENT	LEVERAGE FACTOR
Product suitability and conformity, with respect to requirements	Conformity of internal processes and manufactured products, in relation to: <ul style="list-style-type: none"> <li>• EU Directives applicable to manufactured products, services provided, materials, and components;</li> <li>• Explicit needs and expectations of Customers.</li> </ul>
Service orientation	<ul style="list-style-type: none"> <li>• Effectiveness of internal communication flows, in order to minimize process lead-times;</li> <li>• Management of assistance and maintenance interventions.</li> </ul>
Internal efficiency	<ul style="list-style-type: none"> <li>• Productivity;</li> <li>• Management of materials.</li> </ul>
Dissemination of the quality culture within the organization	<ul style="list-style-type: none"> <li>• Staff training;</li> <li>• Implementation of the integrated management system.</li> </ul>

The Management is committed to respecting the applicable Essential Health and Safety Requirements (EHSR) for products, and also to making available resources and means, adequate to the set objectives and targets, in terms of skills, equipment, information, economic and financial resources, and to monitoring their adequacy.

Cassiole Srl considers the following as cornerstones of its business strategy:

- The protection of the environment and of health and safety at work for staff.
- Respect for ethical principles and social responsibility.
- Compliance with relevant legislative provisions.
- The reduction of accidents and the prevention of occupational diseases.
- The continuous improvement of company performance in environmental, social responsibility, and occupational health and safety matters.

The Management works with the utmost commitment to improve company performance, prevent or reduce the environmental impacts associated with its activities, and prevent or reduce accidents and occupational diseases through coordinated management of production activities and constant monitoring of processes and activities in any way connected with the environment and with health and safety in the workplace.

To this end, continuous involvement, training, and updating of personnel at all levels is planned and implemented, particularly for all those involved in activities related to the environment and pollution prevention, and in activities related to health and safety in the workplace.

All company personnel are directly involved in order to:

- Ensure compliance with all current mandatory legislation, applicable environmental regulations for the company's activities, and all other requirements that Cassiole Srl subscribes to, regarding its occupational health and safety risks.
- Ensure the adequacy of its integrated Policy to the expectations of interested parties.
- Systematically detect and monitor the environmental aspects (direct and indirect) of its activities and the consequent changes to the environment, with particular reference to waste, water discharges, consumption of energy and natural resources, and the development of products in line with eco-compatibility requirements.
- Systematically detect and monitor the occupational health and safety aspects of its activities, with particular reference to the installation and testing of plants within the factory and at customer sites, the compliance of plants and work equipment used, and the training and awareness of personnel regarding occupational health and safety aspects.
- Evaluate in advance, prevent, and reduce all possible environmental impacts and possible impacts on occupational health and safety risks resulting from new activities and emergency situations.
- Develop, implement, review, and improve its integrated management system.
- Design and implement management programs to achieve the identified objectives and targets, aimed at the continuous improvement of environmental and occupational health and safety performance.
- Promote involvement, information, training, and updating on environmental issues for personnel, suppliers, and all external bodies.
- Promote consultation and participation in matters of health and safety in the workplace for personnel and the Workers' Safety Representative.
- Maintain open and constructive relationships with the Public Administration and with the relevant communities, and with all individuals who have a legitimate interest in the company's environmental performance and in guaranteeing respect for the principles of social responsibility.

Cassiole Srl also pursues the goal of distinguishing itself in the market as an excellent operator in the field of social responsibility, as its primary values include the promotion of the values of loyalty, fairness, and respect, both within its own reality and towards its stakeholders.

This means first of all:

- Guaranteeing respect for the rights of its employees, fostering their professional and personal growth.
- Involving its suppliers not only in the realization of company activities but also and above all in respecting the principles of social responsibility.
- Working for the satisfaction of its customers, also with regard to social responsibility.

To this end, Cassiole Srl is committed to:

- Guaranteeing compliance with all national and international regulations on social responsibility.
- Guaranteeing the constant monitoring and improvement of the principles of social responsibility by defining, within the management review, specific improvement objectives and verifying their achievement through the drafting of an annual report.
- Raising awareness of social responsibility issues among all parties involved (personnel, suppliers, subcontractors, and customers).
- Publicizing and making available policies and reports on social responsibility.

Cassiole Srl ensures that the principles of social responsibility are also followed by suppliers in the Supply Chain. To this end, both the internal work environment and the entire supply chain guarantee their respect for all the requirements of social responsibility.

In particular, Cassiole Srl undertakes to:

- Refuse the use of child labor, that is, not to resort to or support the use of child labor, in line with the provisions of current legislation, the relevant ILO Conventions, and the International Convention on the Rights of the Child.
- Refuse the use of forced and compulsory labor: that is, not to resort to or support the use of forced and compulsory labor, condemning any form of modern slavery and prohibiting the use of work performed not voluntarily, also due to threats or debts.
- Protect the health and safety of workers and their well-being, that is, to guarantee a healthy and safe workplace, adopting appropriate measures to protect the well-being of workers, prevent accidents and damage to their health during work.
- Respect the right to freedom of association and collective bargaining, that is, to respect and protect the freedom of workers to associate, not to hinder their registration with trade union organizations, and to promote collective bargaining.
- Respect the right to a decent wage and suitable working hours, that is, to respect the laws in force on working hours, rest periods, and holidays and to guarantee the payment of a salary higher than the Living Wage to 100% of employees.
- Respect the principles of dignity, equality, and non-discrimination, that is, to prohibit any form of discrimination based on age, ethnic origin, nationality, political and trade union opinions, religious beliefs, sexual orientation, gender identity, physical and mental disabilities, and any other personal characteristic not related to the professional sphere.

- Prohibit incorrect disciplinary practices, that is, to prohibit the use of any form of corporal punishment or physical and mental coercion, including verbal abuse and any other offense against the dignity of persons.
- Progressively implement a social responsibility management system, in order to further monitor social responsibility issues, promoting continuous improvement processes fueled by risk assessment and mitigation.

The organization undertakes to disseminate its Policy, make it publicly available externally, and disclose it to all personnel, to those who work on behalf of the organization, and to interested external parties.

The Management, in order to promote its dissemination and understanding, explains the Policy to the department heads, who in turn promote awareness of the individual's role in achieving all the objectives.

The Policy is brought to the attention of all personnel by posting it inside the company premises.

The Policy is periodically reviewed by the governing body during the Management Review and in the event of changes to the integrated management system, based on the importance of environmental aspects, the principles of social responsibility and health and safety, all applicable legislative requirements, and reports from interested internal and external parties, in order to ascertain its continued suitability and, if necessary, it is revised.

Cassiole Srl also encourages the conscious use of open communication channels for sending reports in good faith concerning alleged or ascertained violations of the provisions on social responsibility through the dedicated channels. It is also possible to contact the Social Performance Team using the email address: [SA8000@cassiole.com](mailto:SA8000@cassiole.com)

Cassiole Srl undertakes to treat every report received with confidentiality, privacy, and without any form of retaliation, without prejudice to legal obligations.

Torrita di Siena (SI), 07/07/2025

The Management  
Carlo Cassiole

