

INTEGRATED POLICY FOR QUALITY, ENVIRONMENT, HEALTH, SAFETY, AND SOCIAL RESPONSIBILITY

La Leonessa S.p.A. specializes in production tailored to specific customer needs within a globalized market. The company aims to create high-tech products using advanced know-how, with a primary objective of continuous research and improvement of Quality in all its forms, excelling in providing products and services that meet or exceed client expectations.

La Leonessa S.p.A. is committed to pursuing an integrated policy that places all stakeholders and their requirements at the centre of activities. It maintains an integrated management system for quality, environment, health, safety, and social responsibility, ensuring continuous process and performance improvement, as well as the satisfaction of all stakeholders (especially customers, employees, and suppliers) and compliance with applicable requirements and regulations.

It is important to dynamically develop and manage all our activities, creating an environment that motivates all personnel to reach their full potential, even exceeding customer expectations.

La Leonessa S.p.A. commits to raising environmental awareness and creating conditions for the effective involvement of employees and suppliers.

The Organization operates with a focus on the following key values for operational excellence:

Quality

- Provide top-quality products and services that are continuously improved and exceed customer expectations, constantly measuring perceived quality.
- Promote corporate growth through a risk management approach that considers both positive and negative internal and external factors.
- Treat each supplier as an integral part of the overall capacity to meet customer needs.
- Encourage, train, and help all personnel to fully develop their capabilities, promoting teamwork and individual initiative within a culture of accountability.
- Be a leader in quality, speed, and reliability, accelerating all processes at every level of the organization, inspiring excellent group and individual performance, and appropriately rewarding success.
- Ensure equal opportunities without discrimination based on gender, religion, politics, or ethnicity.
- Guarantee a healthy, safe, and suitable infrastructure and environment for process operation.
- Adopt best practices in technological processes and protect intellectual property developed within the company.
- Continuously invest in the corporate brand through activities that keep it at the top of the market.

Environment

- Commit to environmental protection by preventing pollution in its various forms and addressing both direct and indirect environmental aspects.
- Promote energy efficiency by optimizing production processes to reduce energy consumption.
- Support decarbonization by investing in renewable energies.
- Implement water recycling and reuse systems in production processes to manage water resources sustainably.
- Comply with legal requirements, our compliance obligations, and all subscribed provisions, periodically verifying and addressing any deficiencies.
- Maintain constant and open communication with all stakeholders, including customers, internal personnel, suppliers, and external competent authorities.
- Develop environmental awareness through a life-cycle approach to product development and execution of activities.
- Take necessary measures to limit the occurrence of emergencies and their environmental impacts.
- Control noise levels to reduce noise pollution by implementing acoustic insulation technologies.
- Maintain a continuous commitment to waste reduction through recycling programs, raising awareness of reuse and recycling.
- Manage oils and chemicals responsibly, promoting the use of eco-friendly alternatives.
- Conduct periodic air quality checks and monitor atmospheric emissions.
- Use land sustainably, preventing deforestation, and promoting biodiversity with respect for local wildlife.

Health and Safety

- Prevent workplace injuries, occupational diseases, and accidents through continuous worker training and the provision of necessary equipment and procedures.
- Continuously update prevention and protection measures as technically feasible, in response to organizational and production changes relevant to worker health and safety.
- Raise awareness among all stakeholders (employees, associates, customers, suppliers, public authorities, industry associations, and unions) about the commitments of this Policy.
- Continuously stimulate employee awareness at all levels to improve responsibility for the environment, health, and safety of colleagues and third parties, through continuous training.
- Provide all legally required personal protective equipment.
- Ensure that all machinery and equipment undergo regular maintenance to guarantee safe operation. Workers receive training on the proper use of machinery and tools.
- Avoid emergency situations, but if they occur, implement emergency plans developed and updated regularly.
- Record and manage all risk situations, near-misses, and accidents according to established procedures in the integrated system.
- Conduct ergonomic assessments of workplaces to reduce the risk of musculoskeletal injuries and provide ergonomic equipment.
- Clearly identify, label, and accompany all chemicals and biological substances with safety data sheets.

- Implement preventive measures to reduce fire risk, such as maintaining electrical equipment and controlling heat sources. Install fire extinguishers, smoke detectors, and fire alarm systems in all necessary areas.

Labor and Respect for Workers

La Leonessa S.p.A. is committed to ensuring a safe, fair, and inclusive work environment, respecting human rights, and promoting the well-being of all employees through the following principles:

- Avoid child labor by ensuring the suitability of candidates for work.
- Guarantee fair wages and related benefits that meet at least the legal minimum and are sufficient to cover basic needs.
- Respect working hours as prescribed by national collective labor agreements (CCNL).
- Prevent any form of modern slavery, forced labor, and human trafficking within our operations and supply chain.
- Recruit personnel ethically, following transparent practices and treating every candidate fairly and respectfully.
- Promote workers' freedom of association and oppose any limitation of this right, both for workers and union members.
- Prevent any form of discrimination among workers, such as based on age, gender, religion, or ethnicity.
- Respect all personnel with dignity and tolerate no disciplinary practices such as mental coercion, physical coercion, or verbal abuse.
- Promote gender equality and ensure equal pay, as well as adequate maternity support policies.
- Commit to creating an inclusive work environment where diversity is valued and respected, ensuring equal opportunities for all employees regardless of race, gender, age, sexual orientation, religion, or disability. The rights of minorities and indigenous peoples are recognized, and local community opinions are listened to when requested.
- Collaborate with public security forces in compliance with human rights and legal regulations, ensuring their intervention is proportionate and appropriate.
- Ensure an anonymous reporting tool for any violation of the Code of Ethics.
- Guarantee the protection of land rights, avoiding the forced appropriation of land, forests, and water resources.

La Leonessa S.p.A. promotes dialogue and consultation with all stakeholders, primarily with its employees, who are called upon to collaborate and report issues regarding quality, environment, health, safety, and worker respect, maintaining appropriate processes and participation tools to transparently communicate corporate performance.

This Policy is pursued by the Top Management of **La Leonessa S.p.A.** to enable the application, improvement, and development of the Integrated Management System. Top Management also commits to revising and updating the above whenever there are changes to the company's strategic directions and to making this available, as appropriate, to all Interested Parties.

Giovanni Schinelli
CEO
La Leonessa S.p.A.