

## Integrated Management System Policy in accordance with ISO 9001:2015 – ISO 14001:2015 – ISO 45001:2018 – ISO 39001:2016 – SA 8000:2014 – ISO 50001:2018 – UNI/PdR 125:2022 standards

Since its foundation in 1963, **Veronese Impianti S.p.A.** has set the strategic goal of satisfying the needs and expectations of its customers. This result is reached by constant technological innovation and the compliance with regulations. Moreover, the adoption of management and organizational methods ensures high quality standards of the offered service, respect for the environment, protection of health and safety and the ethics of its actions. **Veronese Impianti S.p.A.** undertakes to:

- Respect technical regulations and international agreements (for example, Conventions and Recommendations issued by the International Labor Organization (ILO); Universal Declaration of Human Rights; United Nations Conventions on Child and Women Rights; National and International Laws in Labor matters, including Italian Legislative Decree n. 81/08, EU Regulation 679/2016, Italian Legislative Decree n. 152/06)
- Ensure a healthy workplace environment, involving workers in activities to prevent accidents;
- Promote training at all levels to ensure the professional growth of its employees and the safety during activities;
- Adopt advanced means and equipment to prevent accidents (on the road or on construction sites);
- Ensure regular maintenance of its vehicles and operating machinery, encouraging preventive checks so as to ensure maximum reliability;
- Have road safety objectives disseminated within the company to encourage staff involvement and reporting of potential hazards;
- Reduce costs due to the repair of one's work equipment;
- Reduce the number of insurance lawsuits and liability premiums;

- Constantly innovate facilities, means and equipment to increase the standards of services provided, promoting the reduction of waste and environmental impacts;
- Promote a good business climate;
- Respect workers' rights and ensure that even its stakeholders do the same;
- Reject discriminations against workers and promote social inclusion;
- Encourage the transition to a circular economy of its activities and processes in a Life Cycle Assessment (LCA) logic, preventing waste generation, encouraging reuse and increasing recovery;
- Manage waste properly, on company site and on construction sites;
- Ensure continuous improvement with several internal and supplier audit;
- Ensure continuous compliance with applicable Italian and European mandatory regulations on energy use;
- Commit to achieving continuous improvement in energy performance;
- Identify appropriate measures to reduce its energy consumption and increase the use of alternative and renewable energy sources;
- Support the purchase of energy efficient products and services and design for energy efficiency improvement;
- Improve energy efficiency by constantly monitoring process energy consumption and implementing improvement projects;
- Make available and ensure the availability of the necessary information and resources to ensure the achievement of set energy goals and targets;
- Consider energy consumption as a key criterion when purchasing machinery and a key factor when designing new processes and installations;
- Inform all personnel working within production sites of energy performance and the measures planned and implemented to prevent energy waste;

- Continuously keep up-to-date the professionalism of all operators and in particular those whose activities have a direct impact on the consumption of energy resources;
- Encourage staff to implement any initiative taken to reduce energy consumption both in the workplace and in their private lives;
- Promote an inclusive environment in order to improve internal climate and business performance;
- Recognize and leverage Diversity and Inclusion (D&I) to enhance innovation and improve resilience, sustainability and reputation;
- Reduce gaps with regard to gender equality;
- Implement a management system for gender equality according to UNI PdR 125:2022;
- Achieve continuous improvement in its performance by monitoring KPIs according to UNI/PdR 125:2022;
- Invest in human capital by applying a gender-neutral criterion in the process of staff selection, recruitment and growth;
- Equip with measures to ensure work-life balance addressed to all employees;
- Promote maternity/paternity protection;
- Equip oneself with corporate welfare measures;
- Raise awareness and involve staff in the application of the principles and rules defined in its management system for gender equality and code of ethics for gender equality.

Referring to SA8000 Standard, in the table below are indicated: Veronese Impianti's SA8000 Management System Manager, the International Body which developed SA8000 Standard, the International Accreditation Body (SAAS) and the body which provides certification (SGS Italia S.p.A.).

References	Phone – Fax - Web site	e-mail
Veronese Impianti S.p.A. SA 8000 Management System Manager	☎ (0039) 0429-3221 <a href="http://www.veroneseimpianti.it">www.veroneseimpianti.it</a>	<a href="mailto:ufficiopersonale@veroneseimpianti.it">ufficiopersonale@veroneseimpianti.it</a>
SAI - Social Accountability International  15 West 44th Street   New York, NY 10036	☎ (212) 684-1414 ☎ (212) 684-1515 <a href="http://www.sa-intl.org">www.sa-intl.org</a>	<a href="mailto:info@sa-intl.org">info@sa-intl.org</a>
SAAS – SA Accreditation Body 15 West 44th Street, 6th Floor New York NY 10036 –	☎ (212) 684-1515 <a href="http://www.saasaccreditation.org">www.saasaccreditation.org</a>	<a href="mailto:saas@saasaccreditation.org">saas@saasaccreditation.org</a>
SGS Italia S.p.A.- Certification Body Via Caldera, 21 Milano, 20153 Italia	☎ (0039) 02 73 931 ☎ (0039) 02 70 12 46 30 <a href="http://www.sgsgroup.it">www.sgsgroup.it</a>	<a href="mailto:sa8000@sgs.com">sa8000@sgs.com</a>

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**The Management**  
*Mr. Ugo Veronese*