

Legnano, 16/01/2023

The principles of protection, safety and dignity of persons, as well as those of respect and protection of the environment are the principles that have always inspired and that will always inspire COMPOSITE MATERIALS (Italy)'s policy for Health and Safety at work and that from this year will be the basis in a formalized way also for the Environment, according to the certification in accordance with the UNI-EN-ISO-14001 standard. This integrated policy is aimed to ensure the protection of workers and all other stakeholders, the guarantee of hygiene in the workplace and environmental protection during the performance of all activities, also with a view to sustainability in every its aspect.

COMPOSITE MATERIALS (Italy) intends to develop, implement and maintain an integrated Health, Safety and Environment Management System compliant with UNI EN ISO 14001:2015 and UNI ISO 45001:2018, that considers the aspects of respect for the environment and safety in the workplace.

The commitment of COMPOSITE MATERIALS (Italy) translates into developing and implementing an Integrated Health, Safety and Environment Management System through the active involvement of the entire company structure, so that everyone participates, according to personal tasks, the achievement of the identified safety objectives and the promotion of a genuine culture of safety at work and environmental protection.

Top Management declares CIT's commitment in:

- providing every needed resource (human, technological and financial) to improve environmental and occupational health and safety conditions;
- managing business processes effectively and efficiently;
- minimizing the actual risks and environmental impacts deriving from the activity, enhancing in every process the aspects aimed to maximize sustainability;
- pursuing continuous improvement of its performance;
- promoting a healthy working environment and an organizational climate that contributes to the development of the psycho-physical well-being of every worker and that, together with the adoption of targeted welfare policies, allows a healthy and lasting growth of the company;
- promoting its integrated Health, Safety and Environment policy effectively towards all stakeholders;
- complying legal obligations and other commitments taken in charge by the organization.

In addition to what has already been fulfilled and pursuing continuous improvement, CIT intends to achieve the above goals through the following actions:

- identify achievable and measurable objectives, verify their achievement and the needed corrective actions;
- involve staff in the acquisition of awareness about the effects of their behavior on issues related to the environment and safety;
- define and implement methodologies for the identification and assessment of hazards and possible emergency situations, taking into account the technological organizational variables of the company, in order to prevent its occurrence and to plan the actions to be taken to minimize any possible consequence;
- maintain and implement the current working group identified in the Prevention and Protection Service, assisted by HSE Department, and going on planning periodical meetings with the top figures of operational departments;
- encourage the continuous increase of skills and awareness of the managers and every worker involved in the implementation of the integrated management system;
- implement all organizational, operational and technological efforts to prevent pollution of water, air and soil, and to minimize energy, water, raw material and waste consumption and facilitate recovery, recycling and/or reuse where possible, which can be summed up in the optimization of the results in terms of sustainability;
- define environmental objectives and targets, to be integrated with the operational management of production department and business development programs;
- ensure that this policy and its Management System are understood, implemented and maintained at all levels of the business organization and that the system is supported by regular training activities;
- verify and, if necessary, correct supplier safety and environmental behaviour;
- analyze health and safety conditions within the workplace, direct and indirect environmental impacts, and prevent accidents, occupational diseases, emergency situations and fires;
- plan audits both internally and for suppliers of goods and services, partners and customers so that they share the principles of health, safety and environmental protection, as well as cooperation with public authorities, with associations of category and with all the other institutional and social interlocutors.

This Policy is shared within the organization (business notice boards) and to all interested parties by means of communication tools available to the Company, to ensure content awareness and adherence to the principles set out and it is integrated with other company policies and strategies aimed at improving productivity, profitability, reliability, image and ethics. It shall be reviewed periodically on the basis of management results, mandatory requirements and stakeholders' needs.

*CIT's President*