

Integrated Environmental and Occupational health and Safety Management System Policy

In line with its corporate values, Articles of Association and the commitments undertaken regarding sustainability with a view to on-going improvement, **Fratelli Carli S.p.A. Società Benefit** seeks to promote and support all actions necessary to protect the environment and occupational health and safety, making adequate resources available for the purpose.

With this in mind, the integrated policy reflects the company's decision to adopt an Integrated Management System that embraces both Occupational Health and Safety and the Environment, in accordance with UNI EN ISO 45001:2023 and UNI EN ISO 14001:2015 respectively. The company undertakes to foster continual improvement and to promote the principles of the system, by pursuing the following general objectives in all its activities:

- ✓ to scrupulously comply with current legislation regarding environmental and occupational health and safety;
- ✓ to assess all the environmental and occupational health and safety risks and to adopt all the prevention and protection measures deemed appropriate to guarantee continual improvement;
- ✓ to develop and draft emergency plans containing the necessary measures and procedures to prevent accidental events or emergency situations, also related to the environment, as well as measures to limit the negative effects of such incidents and situations;
- ✓ to inform, instruct and train all workers and to raise awareness so that they are able to carry out their tasks safely and with respect for the environment and to assume their responsibilities in this regard;
- ✓ to assess the company's processes and activities in order to set objectives for innovation and improvement, with prevention in mind;
- ✓ to favor suppliers who operate in accordance with the principles established in this Policy and to require them to behave in a way that is consistent with the Policy;
- ✓ to adopt an open, constructive attitude vis-à-vis all stakeholders;
- ✓ to operate according to high standards of transparency, responsibility and rigorous organization in the management of environmental impacts and the safeguarding of occupational health and safety, thanks to a governance system geared towards sustainability and a clear, readily accessible reporting system, aimed at all stakeholders;
- ✓ to provide details in the annual Sustainability Report of all the activities carried out and the main KPIs, in keeping with the principles established in the Integrated Management System.

Specifically, with regard to Occupational Health and Safety, the company seeks to:

- promote health and safety in the workplace;
- guarantee the well-being of its employees, also by offering free testing and medical examinations in the workplace, in collaboration with healthcare bodies or organizations working to prevent and treat cancer;
- take action to eliminate risks when evaluating production facilities, investing in new equipment or making changes to the working environment;
- take action, as far as possible, to adapt existing plants, machinery and equipment to keep pace with technological progress, and to periodically renew obsolete equipment and the company's vehicle fleet, in order to reduce risks to a minimum;

- foster consultation and the participation of workers and their representatives, in the awareness that their active contribution is decisive to achieve objectives.

With regard to the Environment, the company seeks to:

- constantly endeavor to gradually improve its environmental performance;
- implement actions aimed at gradually reducing production waste, and in particular, improve the separate waste collection system and reduce the amount of both hazardous waste and waste sent for disposal;
- promote actions designed to save natural resources, through the use of renewable energy sources and the adoption of systems to reduce water and energy consumption, with particular reference to the maintenance and modernization of plant systems;
- guarantee constant monitoring of direct and indirect emissions connected with its activities, taking concrete action to offset them where possible;
- train and instruct staff and stakeholders to respect the principles of environmental protection, regulations and internal procedures;
- share a sustainable development vision with workers and suppliers, also through a responsible selection of partners and dedicated engagement activities, thus contributing to a model that incorporates ESG principles, the protection of human rights and biodiversity, and mitigation of environmental impact;
- analyze and improve sustainability at each stage of the product life cycle, increasing the use of recyclable and biodegradable materials, in particular for packaging;
- maintain the targets set by the National Certification System for Biofuels and Bioliquids for the byproducts generated.

Correct application of the Integrated Management System in each sector of the company is guaranteed by the figures in charge of the various areas, with the involvement and participation of all workers. The occupational health and safety principles must be shared in full by everyone in order to reinforce a culture focused on prevention and mutual respect, and to develop and maintain safe working conditions.

To this end, the company takes appropriate action to ensure that all staff receive adequate information and training on the principles and measures established in the Integrated Management System, and that they understand the implications regarding their role in the company and their behavior in the workplace. Finally, the company undertakes to conduct checks, inspections and audits with a view to identifying and preventing any failure to comply with the Integrated Management System.

The Policy is an integral part of the company's Management System, and is subjected to checks, audits and regular reviews to monitor its efficacy, to ensure on-going improvement and alignment with evolving circumstances. It is communicated to everyone in the organization and made available for consultation within and outside of the company.

THE Chief Executive Officer
Carlo Carli