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Tecnikabel S.p.A., a manufacturer of electrical and optical cables for special applications in all sectors, being aware that its industrial activities give rise to the consumption of natural and energy resources, impacting both the external environment and the work environment, has adopted this **Policy** to express its commitment to the improvement of all aspects related to the quality of the Environment, Energy and Occupational Health and Safety.

Tecnikabel S.p.A. believes that the preservation of the Environment, Energy and Occupational Health and Safety form the basis of the Company's success.

To achieve these objectives, the Top Management has decided to establish and maintain a **Management System** in accordance with the requirements of UNI EN ISO 14001:2015, UNI EN ISO 50001:2018 and UNI ISO 45001:2018.

Tecnikabel S.p.A., in compliance with the company's other strategic objectives, as well as its development needs and programmes, and taking into account the availability of resources and technological progress, undertakes to constantly and progressively improve the framework of its Environmental, Energy and Occupational Health and Safety performance, through the annual definition of Objectives aimed at Continuous Improvement.

For **Tecnikabel S.p.A.**, operating in compliance with the UNI EN ISO 50001:2018 and UNI EN ISO 14001:2015 standards means voluntarily investing in Energy Efficiency, using innovative resources and technologies in order to reduce consumption and have a reduced impact on the global emission of greenhouse gases: safeguarding and respecting the Environment, as well as Energy Sustainability, are therefore some of the most important strategies on which **Tecnikabel S.p.A.**'s Corporate Policy is based, with the aim of raising the awareness of the industrial and production realities with which it collaborates towards an increasingly clean and sustainable management.

Furthermore, the Organisation implements and maintains a Company Policy in order to provide safe and healthy conditions for the prevention of activity-related injuries and illnesses, in forms and ways that are appropriate to the size and context of **Tecnikabel S.p.A.**, considering the specific nature of its risks and opportunities for Occupational Health and Safety, and pursuing continuous improvement of the IMS and the adopted Policies.

The objectives identified are analysed during the annual Management System Review, as is the status of updating of this Policy. Top Management is committed to achieving the objectives set, ensuring that each employee is aware of the importance of his or her role and strives to achieve them.

Top Management is convinced that the pursuit of this Policy will bring concrete benefits to the Company and its Employees, to the extent that both are satisfied.

The Company Policy for the Environment, Energy and Occupational Health and Safety is:

- published on the company website
- displayed on company notice boards and communicated to all **Tecnikabel S.p.A.** personnel
- available to interested parties who request it.

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Tecnikabel S.p.A. undertakes to communicate its Policy to the company's stakeholders and to make it operative and concrete by applying the following management principles:

- Comply with its compliance obligations, implement actions resulting from risk and opportunity analysis and meet the requirements of the stakeholders.
- Assess in advance and reduce, as far as possible, the impacts associated with new products and processes taking into account each stage of the life cycle.
- Commitment to provide safe and healthy working conditions to prevent work-related injuries.
- Commitment to meet legal and other health and safety requirements and environmental compliance obligations;
- Ensure adequate information, training and empowerment of personnel on Environment, Energy and Occupational Health and Safety aspects.
- Commitment to environmental protection including prevention of pollution and reduction of the use of hazardous substances.
- Promote the optimal use of energy resources, with a view to savings, while maintaining the output resulting from their use.
- Evaluate the energy aspects of the activities carried out, the raw materials used, the products and services provided and adopt management procedures to guarantee the greatest possible protection for the environment.
- Reduce the consumption of energy and resources, favouring reuse and recycling and eliminate or minimise energy and environmental impacts and waste.
- Determine the actions necessary for the timely and constant identification and assessment of occupational health and safety risks, with the aim of eliminating hazards, preventing and reducing risks and the number and severity of accidents, near misses and occupational diseases.
- Develop, implement and disseminate emergency management programmes to prevent and limit personal injury in the event of accidents.
- Manage its supply chain responsibly, considering health, safety, environmental and energy issues when selecting suppliers.
- Commitment to consultation and participation of workers and workers' representatives.
- Commitment to continuous improvement of the environment, health, safety and energy management system.

*All personnel of the company **Tecnikabel S.p.A.**, external personnel operating on the site and suppliers of goods or services are invited to strictly comply with the Policy and to operate in full accordance with its inspiring principles.*

Volpiano (TO),

4th September 2023

General Management

Marcello Mangiavacchi

Andrea Piccini