Policy for Environmental, Health, Safety and Quality Integrated Management System (EHSQ)

The purpose of CEG Elettronica Industriale is to operate in the field of design and construction for the production of electronic and electromechanical equipment and systems. Running and successfully operating the organisation requires a systematic, transparent and shared management, an organisation that is aware of the need for total respect for the environment, an organisation that has a proactive attitude towards social responsibility and protecting health and safety in the workplace. The implementation of an Integrated Management System, in compliance with the UNI ISO/TS 22163, UNI EN ISO 9001, UNI EN ISO 14001 and OHSAS 18001 standards, is a way of ensuring that product requirements are met, including mandatory requirements, and guiding the company towards continual performance improvement. The activities carried out in compliance with current legislation, both in terms of health and safety in the workplace and the environment, especially concerning the problem of dumping of waste, in accordance with Italian laws and others where more stringent, are the following:

- ILO Convention 1 (Hours of Work – Industry) and Recommendation 116 (Reduction of Hours of Work)
- ILO Conventions 29 and 105 (Forced Labour & slave labour)
- ILO Convention 87 (Freedom of Association)
- ILO Convention 98 (Right to Collective Exchange)
- ILO Conventions 100 and 111 (Equitable remuneration for men and women for work of equal value; Discrimination)
- ILO Convention 102 (Social Security - Minimum Standards)
- ILO Convention 131 (Minimum Wage Fixing)
- ILO Convention 135 (Workers' Representatives Convention)
- ILO Convention 138 and Recommendation 146 (Minimum Age)
- ILO Convention 155 & Recommendation 164 (Professional Health & Safety)
- ILO Convention 159 (Vocational Rehabilitation & Employment/Disabled Persons)
- ILO Convention 169 (Indigenous and Tribal Peoples)
- ILO Convention 177 (Domestic Work)
- ILO Convention 181 (Private Employment Agencies)
- ILO Convention 182 (Discrimination against Women)
- ILO Convention 183 (Maternity Protection)
- ILO Code of Practice on HIV/AIDS and the World of Work
- The International Covenant on Economic, Social and Cultural Rights
- The International Covenant on Civil and Political Rights
- The United Nations Convention on the Elimination of All Forms of Discrimination Against Women
- The United Nations Convention on the Elimination of All Forms of Racial Discrimination
- UN Guiding Principles on Business and Human Rights
- Universal Declaration of Human Rights
- The United Nations Convention on the Rights of the Child;
- The Laws of other States with a possible impact on the organisation, if more stringent than those mentioned above;
- Observing, but not limited to, the following laws and rules:
  - Italian Legislative Decree 345/99, on child labour
  - Italian Legislative Decree 81/2008 et seq. on safety
  - EEC Recommendation of 27/11/1991, on the protection of dignity at work
  - Art. 2106 of the Italian Civil Code and art.7 of the Statute of Workers on disciplinary practices;
  - The Italian National Collective Labour Agreement
More specifically, the organisation is committed to:

- Pursuing respect of obligations of compliance in all fields
- Protecting minors and young workers: CEG abhors child labour and implements specific plans of assistance for young workers;
- Refraining from using and/or under no circumstances promoting forced labour;
- Maintaining the health and safety of workers and of the place of work;
- Avoiding any form of discrimination;
- Correct and shared use of disciplinary practices;
- Using a specific management system that allows the monitoring of own performance and continuous improvement.

**General Management** priorities the objective of:

- The satisfaction of customers and of all interested parties, the subject of continuous and constant attention in order to identify and fulfil their expectations, to share their objectives and to increase their satisfaction within the limits defined by the mandatory provisions and other requirements which may be adopted by the company itself, in a manner that is consistent with the guarantee of solutions of high reliability and sustainable development;
- The monitoring of environmental performance;
- The monitoring of health and safety performance in the workplace;
- The prevention of contamination and accidents at work;
- Decreased environmental impact of the activities and optimisation of the use of resources;
- Fault prevention;
- Maintaining adequate reputation on the market;
- Increasing user, customer and stakeholder loyalty;
- Improving the relationship with institutions;
- Improving the company climate.

In the pursuit of the objectives, a fundamental aspect is the collaboration of suppliers, who are requested to commit to shareable objectives, to guarantee the standard of quality required by CEG for their supplies, through the involvement of designated personnel and the documented monitoring of the service provided.

The **General Management** of CEG undertakes to maintain an active management system that is consistent with the following commitments:

- Ensuring the long-term supply of products that are highly customised to the needs of the customer (custom) at competitive prices;
- Also offering to the market, together with the product customisation, a high standard in terms of service;
- Ensuring organisational development of CEG in terms of managerial and operational flexibility and the individual responsibility of employees;
- Minimise all negative impacts to the surrounding environment, where technically and economically sustainable;
- Optimising the use of water and energy and waste production, encouraging recycling;
- Guaranteeing the integration of mandatory requirements and the management system into the company's business processes;
- Promoting a process-oriented approach and risk-based thinking;
- Guaranteeing the availability of resources;
- Promoting and developing efficient quality management;
- Guiding and supporting personnel so they contribute towards the development of the system;
• Supporting personnel within management roles.
• Informing employees, partners, customers, third parties (e.g. suppliers, public institutions, associations and the community in general).

The commitments of CEG are translated into an annual plan of objectives, measurable indicators and targets, according to a structural framework that correlates both the needs of our customers and of stakeholders, and compliance with the mandatory requirements, with the objectives of the organisation. The latter are assigned to the relevant levels of the organisational structure.

General Management intends to promote a methodological approach within the organisation focused on the systematic collection of data and their timely analysis, aimed at increasing awareness of the achievement of results related to quality, the environment, product and workplace safety and commitment of the entire organisation in social sectors.

Measuring is key. Without measuring, control is not possible. Without control, it is not possible to manage. Without management there is no way to improve.

General Management is committed to sustainable development, making available resources and means adequate to the objectives and targets in terms of expertise, equipment, information, economic and financial resources, and ensures constant monitoring of their adequacy, also in consultation with the parties concerned.

General Management is committed to ensuring that all employees have the right to work in an environment free from demoralising influences resulting from harassment or unwelcome, offensive or improper behaviour.

General Management has adopted, and undertakes to comply with, a policy against corruption, aimed at strengthening the prevention and countering of corruption in the directions stressed by national and international bodies. Anti-Corruption policy. General Management undertakes to prevent within the organisation any acts of corruption, identifying as "corrupt activities" all those activities that involve:
• The giving or taking of bribes;
• Mediation in the giving or taking of bribes;
• Malpractice;
• Commercial corruption;
• Facilitated payments;
• The illegal use of a position held by a public official in order to obtain benefits and rights for himself/herself or for other persons;
• Unlawful donations;
• The guarantee of illicit rights.

The company policies are reviewed annually and, where required, are updated in relation to the results obtained or in the case of significant changes to the corporate structure or to the external environment.

Uberto Canaccini
CEO