

INTEGRATED COMPANY QUALITY ENVIRONMENT AND SAFETY POLICY

Our Policy

Per.Pic S.r.l. boasts a long industrial tradition in which Quality has always played an important role, linked to the type of its products, the humanitarian and social character of the market in which the Company operates.

In this context, the Management undertakes to implement a policy that focuses on the full satisfaction of expectations, considering **Quality, worker safety and respect for the environment a cornerstone of the company's strategy.**

"Protecting the environment and the health and safety of workers is essential to the quality of life of present and future generations. The challenge lies in combining such protection with the demands of a long-term sustainable economy."

For this purpose, the Company has put in place the organization to achieve, through the motivation and consent of all resources, the goal of improving the quality of its products / services by optimizing internal resources as well as business processes according to efficiency criteria and univocal, lean and effective working methods. The key factors of business success will be:

QUALITY

- Seeking Satisfaction of Customer Expectations;
- improve its positioning in the Target Market;
- provide safe and healthy products for all stakeholders (market, customers, consumers, environment, workers).

ENVIRONMENT

- Ensure compliance with current and applicable regulations;
- implement proactive behaviors to reduce its impact on the environment through careful and constant assessment of environmental risks especially those related to the use of chemicals and climate-altering substances;
- periodically evaluate the replacement of the most impactful chemicals with less impactful but equally performing ones.

SAFETY

- Ensure compliance with current and applicable regulations;
- implement proactive behaviors to reduce its impact on the environment through careful and constant assessment of environmental risks especially those related to the use of chemicals and climate-altering substances;
- periodically evaluate the replacement of the most impactful chemicals with less impactful but equally performing ones.

our goals

According to the above, Per.Pic. srl undertakes to pursue the following measurable objectives through appropriate indicators defined as part of the quality review such as:

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|----------------------------------|---|
| - Customer satisfaction | - Increase in the quality level of customer service |
| - Generation of economic results | - Continuous improvement of the quality system |
| - Production efficiency | - Continuous improvement of the safety system |
| - Train and inform staff | |

From the perspective of quality and environment Per.Pic. S.r.l. aims to improve its business performance, in particular:

- The development and design of products that meet the current and future expectations of the customer and, more generally, of stakeholders, including incorporating circularity criteria, such as repair, reconditioning and recycling of materials and products, already at the design stage;
- to optimize the production process by minimizing waste production, specifically by generating amounts of plastic waste (processing waste) less than 25 kg per 1,000 cables produced and amounts of paper and cardboard packaging less than 55 kg per 1,000 cables produced;
- reduce the impact of its waste downstream of the production process by sending at least 90 percent of the amount produced to recovery (R) operations;
- schedule activities requiring electricity with the goal of achieving and maintaining 75 percent self-consumption of energy generated from renewable sources;
- efficient energy use of its production processes by installing, progressively and where possible, high-efficiency motors and inverters to optimize energy consumption while maintaining an average value of purchased energy of less than 250 kWh/day(work);
- the improvement of its Environmental Sustainability through actions that first and foremost reduce its climate impact, in particular by using the latest generation of refrigerant gases and optimizing the use of methane for heating to an average value of less than 35 Sm3/day(working).

Per.Pic undertakes to plan, develop, update and communicate the objectives of the Quality, Environmental and safety Management System, in order to improve its implementation, and to continuously review the Quality Policy, in order to maintain its suitability, disseminate it, together with its objectives, making sure that all staff at all levels understand its contents and undertake to respect them.

The certification

To pursue these purposes, the Company operates in compliance with what is defined in the Integrated System Manual and internal procedures, developed in compliance with **ISO 9001: 2015** "Quality management systems", **ISO 14001: 2015** "Environmental management systems" and **ISO 45001: 2023** "Occupational health and safety management systems" .

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MANAGEMENT POLICY OF CHEMICAL SUBSTANCES

Per.Pic is committed to fully understand the risks connected to chemical substances, to avoid disasters and accidents to occur and, at the same time, it is committed to avoid negative consequences for human health, ecosystem and environment and to maintain a healthy workplace, protecting environment and ecosystems.

Per.Pic anticipates the market changes and the ones that occur in society, respecting the law meaning in all Countries where it works.

According to the above, Per.Pic commits to respect the following principles:

- Customer's safety,
- Workplace safety;
- Environmental efficiency

◆ **To offer the customers the maximum tranquillity**

- To supply safe and healthy products for the society and the environment, it has consolidated the dealing of chemical substances assuming control over all procedures, from purchasing to production up to the distribution.
- On demand PP gives the customers information about probable chemical substances present in our products, in good time.

◆ **To offer all employees the maximum tranquillity**

- Thanks to the continuous improvement of SGQ and the continuous updating of DVR especially in the sphere of the workplace and chemical substances risks, the Company guarantee a safe and healthy workplace
- Thanks to a continuous inner training for all the employees, PP prevents possible accidents or illnesses to employees during their working activity.

◆ **Commitment to integrity, to awareness of corporate social responsibility**

- The company has a "low" level chemical risk, the few chemicals used during the production cycle are used to the minimum required and only for the amount necessary to carry out the work activity; many times, if possible, they are replaced by less aggressive and cleaner substances.

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MANAGEMENT POLICY ON INDUSTRIAL HYGIENE

PER.PIC in cooperation with its employees, undertakes to responsibly carry out its work activities in full compliance with the Laws and Regulations in force today regarding INDUSTRIAL HYGIENE in order to control all those environmental factors that may affect Health in the work environment.

Health is understood as a state of physical, mental and social well-being.

The company PER.PIC S.r.l in cooperation with its employees identifies, evaluates and if necessary eliminates the:

- **Biological Agents;**
- **Physical Agents such as Noise, Vibration, Electromagnetic Fields and Artificial Optical Radiation;**
- **Chemical Agents, Carcinogens and Mutagens.**

In accordance with this policy and the Integrated Policy, the Management is committed. to protect all its own employees, personnel of contractors who may work in any contractual form for the organization, suppliers, neighboring communities, customers, and all others affected by the activities carried out by the company..

The implementation of the Policy is essentially based on the following principles:

- **Compliance with all applicable laws and regulations regarding INDUSTRIAL HYGIENE.**
- **Introduction and maintenance of a safety and health management system aimed at continuous improvement of its performance in worker safety prevention and environmental pollution prevention;**
- **Implementation and maintenance of an increasingly worker-oriented work environment;**

Specific goals and principles of action that management pursues in cooperation with all its employees and interested third parties are:

- **Adoption, implementation and maintenance of a Safety, Health and Environmental Management System;**
- **Preventive assessment of all safety and health risks;**
- **Timely control over all chemicals used in its own activities and in activities put in place by suppliers both in the case of subcontracting and/or outsourced activities;**
- **Information and training of its staff;**
- **Clear definition and awareness of the roles and responsibilities of employees at every level;**
- **Timely recording and analysis of all accidents and/or near misses;**
- **Consultation and participation of workers and their representatives;**
- **Maintenance of a system for periodic review of the policy and its objectives.**

Management is particularly committed to verifying and monitoring possible impacts on INDUSTRIAL HYGIENE through careful and timely Risk Assessment, appropriate health surveillance, and timely analysis of all accidents and near misses reported by its employees or those that the organization otherwise becomes aware of. The company's commitment to constantly deepening its knowledge of INDUSTRIAL HYGIENE by sharing it with employees, contractor personnel, suppliers, customers, and to interested third parties is emphasized. PER.PIC S.r.l. has defined an internal verification methodology aimed at assessing the status of activities and report with constant checks on the adequacy of what is stated in the Company Policy.

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MANAGEMENT POLICY REGARDING ALCOHOL AND DRUG USE

PER.PIC is committed to maintaining a healthy and safe work environment for all while also recognizing that the abuse, or misuse, of alcohol, drugs, or other similar substances by employees adversely affects their efficient work performance while also having serious and detrimental consequences on work safety.

The misuse of illegitimate drugs or the use, possession, distribution or sale of illicit drugs, or drugs subject to control and not prescribed by a doctor, on the premises where the organization carries out its activities is strictly prohibited and is grounds for appropriate disciplinary action up to and including potential dismissal.

The possession, use, distribution or sale of alcoholic beverages on company premises is not permitted.

Being unfit to conduct business as a result of the use of drugs or alcohol is strictly prohibited and is grounds for appropriate disciplinary action up to and including potential dismissal. As much as this policy explicitly refers to alcohol and illicit drugs, it should be understood to apply to all forms of substance abuse.

PER.PIC recognizes alcohol and drug addiction as a treatable condition. Those who believe they may have a possible problem with addiction to the above substances are urged to seek medical advice and carry out appropriate therapeutic treatment without delay and before such addiction may adversely affect their ability to work. No employee with alcohol or drug addiction will be dismissed following a request for support in overcoming said addiction or if involved in a rehabilitation program. Nonetheless, a colleague who has had or presents a problem with addiction will not be permitted to cover certain work assignments identified by the Act and the company as critical to the safety and well-being of colleagues and all parties involved. Colleagues who have joined and finished a rehabilitation program will be required to participate in an aftercare program in collaboration with the appropriate physician. In the event that a colleague violates the provisions of this policy, appropriate disciplinary action will be taken. Subaddiction will not be avoided by concurrently requesting therapeutic treatment or a rehabilitation program. In the event that a colleague addicted to the above-mentioned substances refuses to perform a rehabilitation program, or fails to respond positively to treatment, or is no longer able to perform his or her work activity at the proper levels of efficiency for this reason, appropriate disciplinary action will be taken. The company reserves the right to conduct unannounced checks on the existence on its premises and worksites of drugs and alcohol. PER.PIC requires employees, in the manner prescribed by Legislative Decree 81/08 to undergo medical examinations or verification of alcohol or drug intake or dependence. Periodic checks or on a causal basis will be conducted to employees who occupy certain work positions for which verification is required by law. Any positive result of the check or the employee's refusal to submit to a drug or alcohol test shall be grounds for appropriate disciplinary action. Personnel of organizations that in any form or manner cooperate with the company will also be subject to the provisions of this Policy.

Management reserves the right to request the respective Employers or competent authorities for the removal from its premises of third party personnel who are in situations that constitute a risk as outlined above and may deny them future access.

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