

## CORPORATE POLICY ON QUALITY – HEALTH & SAFETY – ENVIRONMENT

The commitments and strategies adopted by SANCO S.p.A. are as follows:

This QHSE Policy applies to all SANCO S.p.A. sites, local units and operational activities.

- Regard the protection of workers' health and safety, environmental protection, the quality of products and services, and business ethics as core values and company assets, as well as an integral part of company management;
- meet the needs and expectations of customers and all internal and external interested parties, ensuring that products and services comply with applicable statutory and regulatory requirements.
- ensure compliance with laws and standards, statutory and regulatory requirements, contractual requirements and other requirements applicable to the company and its processes, including those relating to the environment, labour and ethics;
- adopt a process-based approach founded on context analysis, the assessment of risks and opportunities, and the planning of actions consistent with QHSE objectives.
- pursue the continual improvement of the Integrated Management System, company performance and customer satisfaction;
- prevent nonconformities, occupational injuries, occupational diseases, incidents and hazardous situations through appropriate operational controls, corrective actions and prevention programmes;
- provide safe and healthy working conditions, eliminate hazards and reduce occupational health and safety risks, safeguarding workers, the environment and equipment through appropriate protection systems;
- protect the environment and pursue pollution prevention, the improvement of environmental performance and the reduction of impacts arising from company activities;
- improve safety, environmental and product quality standards, including through the monitoring of objectives, indicators and results;
- involve and consult workers, including through their managers and the Workers' Safety Representative;

- define, formalise and communicate QHSE objectives and the related implementation programmes throughout the company;
- train, inform and raise employees' awareness of QHSE matters, promoting awareness, competence and individual responsibility;
- protect the company's value, business continuity and corporate reputation through responsible process management;
- respect human dignity, prevent all forms of discrimination, harassment, abuse, forced labour or child labour, and promote equal opportunities, inclusion and fair working conditions.
- optimise waste recovery and the use of chemicals and energy resources in the most rational manner possible;
- apply the best operating techniques and technologies;
- give favourable consideration to suppliers that pursue good QHSE practices and require suppliers, contractors and partners to behave consistently with company principles;
- ensure that personnel carrying out activities at customer sites pay due attention to QHSE aspects;
- consider the Integrated Management System an integral part of company management;
- provide the human and technical resources required to achieve the defined QHSE objectives;
- use energy resources and raw materials in the most rational manner possible;
- focus on and commit to improving the energy efficiency of processes and infrastructure;
- focus on and commit to sustainability (ESG) matters in company processes;
- maintain, update and improve an effective Quality, Health & Safety and Environment Management System in accordance with the requirements of ISO 9001:2015, ISO 45001:2018 and ISO 14001:2015, and with the company Code of Ethics.

Recognising that these objectives can be achieved only with the full and committed participation of everyone, Top Management regards each person's cooperation as a strategic element of its mission, recalling that responsibility for the system personally involves everyone, each according to their duties and competencies, from the Board of Directors to each individual worker. Therefore, occupational health and safety, environmental protection, customer satisfaction, and compliance with ethical principles and sustainability commitments must constitute a commitment for everyone. This

commitment is expressed not only through proper conduct in carrying out one's work, but also through the continual creation of the most appropriate conditions for this to occur.

The QHSE Policy is reviewed at least once a year as part of the Management Review.

Galliate, 18 May 2026

Chairman of the Board of Directors

P.A. Amato  
