

## **1. INTRODUCTION**

The Bondioli & Pavesi Group is committed to the continuous improvement of its objectives in the fields of environment, health and safety, and energy.

This Environment, Health and Safety at Work and Energy Policy (hereinafter, the “Policy”) aims to establish a clear framework of reference, based on the technical standards UNI EN ISO 14001, UNI ISO 45001 and UNI CEI EN ISO 50001.

Within this context, the Group focuses its attention on the following key aspects:

- human resources;
- the environmental and cultural context in which it operates;
- the life-cycle perspective of its products;
- workplace health and safety;
- energy resource management;
- the application of the principles set out in its Code of Ethics.

Consistently with the above and with the United Nations 2030 Agenda, the Group has identified priority areas of intervention, based on the characteristics of its industrial activities:

- gender equality (Goal 5);
- affordable and clean energy (Goal 7);
- industry, innovation and infrastructure (Goal 9);
- responsible consumption and production (Goal 12);
- climate action (Goal 13).

These topics are also addressed in the Code of Ethics and the Sustainability Policy.

This Policy is periodically reviewed by the company functions responsible for Environment, Health and Safety and Energy.

These reviews include verification of compliance with applicable regulations, identification of potential new relevant risks and reporting of areas for improvement.

## **2. SCOPE**

This Policy applies to the following Group companies:

- Bondioli & Pavesi S.p.A., Suzzara (MN)
- Bondioli & Pavesi Sales and Logistics S.p.A., Suzzara (MN)
- HP Hydraulic S.p.A., Pieve di Cento (BO)
- Dinoil S.p.A., Montecchio Maggiore (VI)
- Fira S.p.A., Dosso Terre del Reno (FE)
- Tecnomek S.p.A., Lestans di Sequals (PN)

The Policy also applies to internal and external stakeholders involved in the activities and processes of the above organizational structures.

### **3. GROUP PRINCIPLES**

The Group confirms its commitment to the responsible management of the above-mentioned topics.

This commitment represents an integral part of the corporate strategy and aims to promote the sustainable development of its production activities, in full compliance with applicable laws and in alignment with Group values.

The core values guiding the Group's activities are articulated into the following five principles:

#### **Responsible behaviour towards the environment and people**

The Group is committed to environmental protection by adopting preventive measures aimed at minimising the environmental impact of its activities and products.

At the same time, it is actively engaged in safeguarding the health and safety of its employees by implementing preventive measures to avoid injuries and occupational diseases.

#### **Dialogue and engagement**

The organization promotes active listening and informed engagement of all relevant stakeholders, both internal and external, through training and awareness initiatives.

#### **Regulatory compliance**

Full compliance with applicable laws, regulations and requirements concerning environmental protection, occupational health and safety, and energy management.

#### **Continuous improvement**

The Group is committed to enhancing and integrating its management systems through the adoption of efficient processes relating to Environment, Health and Safety, and Energy.

Particular attention is paid to environmental protection, efficient energy management and workplace safety, with the aim of ensuring the involvement of all personnel.

#### **Proper information and training of human resources**

The Group undertakes to define information flows and operational priorities aimed at achieving its objectives.

#### **4. ENVIRONMENTAL AND ENERGY RESOURCE PROTECTION**

The Group adopts measures aimed at safeguarding and protecting the environment.

This commitment is implemented through the efficient and responsible use of materials and resources.

The organization is committed to implementing measures for monitoring and progressively reducing atmospheric emissions, including both greenhouse gases (GHG) and non-GHG emissions (such as SO<sub>x</sub>, NO<sub>x</sub>, VOCs, particulate matter, dust, odours, noise and light), in line with operational requirements.

With specific reference to energy, the Group promotes responsible, efficient and sustainable use, encouraging the adoption of renewable energy sources.

To this end, periodic assessments of energy consumption are carried out in order to identify improvement opportunities.

Responsible water resource management is a key topic of this policy. In this perspective, the main actions undertaken include monitoring water resources, promoting reduced consumption through the adoption of efficient solutions, and managing wastewater.

Lastly, regarding the management of waste generated by production units, priority is given to reuse and recycling, with particular attention paid to the proper classification of the materials used.

The objectives to be pursued in relation to the protection of the environment and energy sources are outlined below:

- maintain and share this document with interested parties;
- promote consistency between this policy and the actions taken in the areas of the environment and energy;
- design, to the extent that it is economically reasonable, production processes aimed at improving environmental and energy performance, favoring solutions from renewable sources;
- commit to complying with mandatory regulations regarding energy use, management, and the environment;
- promote the disclosure of information required for the proper use and disposal of its products at the end of their life cycle;
- analyze indirect environmental aspects related to the supply chain, with the aim of raising awareness and engaging suppliers in reducing the environmental impact of their processes;
- monitoring of environmental and energy performance indicators, in order to improve its performance in these areas.

#### **5. OCCUPATIONAL HEALTH AND SAFETY**

The Bondioli & Pavesi Group is committed to safeguarding the health and safety of its employees by adopting preventive measures and promoting responsible behaviors, with the aim of maintaining a safe working environment. These principles also apply to non-direct employees operating within company premises, who are required to comply with the same standards.

This is achieved through compliance with applicable requirements and the adoption of procedures designed to integrate dedicated safety standards. The Group has also set a formal objective of zero injuries.

The objectives to be pursued in relation to occupational health and safety are outlined below:

- compliance with legal requirements, supported by procedures preventing emergency situations;
- initiatives aimed at promoting employees' physical and mental well-being and reducing work-related stress risks;
- design of workplaces, machinery, equipment and processes tailored to workers' needs;
- consultation and participation of employees and their representatives to strengthen safety culture;
- during the design phase of new products or the improvement of existing ones, the Group is committed to integrating safety principles while maintaining high standards of protection for the health and safety of employees and customers. This process involves a careful assessment of all stages of production;
- health and safety performance indicators are monitored to improve the Group's performance in this area.

The roles responsible for Environment, Health and Safety and Energy are charged with updating and reviewing this document on a **two-year basis**, ensuring its consistency with regulatory developments and business needs.

The HSE Policy is shared across all company functions and Group divisions to ensure awareness and implementation of its core principles.