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The Management of **Novatex Italia S.p.A.** defines the Health, Safety, Quality and Environmental Policy based on the following principles:

1. The Company has defined a policy - and is committed to maintaining and aligning with its strategic guidelines - for workplace health and safety, quality and the environment, as a tool for achieving the company Mission, with the objective of obtaining and consolidating a leadership position in the design and production of crop baling and industrial netting, supporting and contributing to the improvement of workers' health and safety conditions.

The implementation of a continuous improvement process, ensured through the analysis of its own processes and based on the *Risk-Based Thinking* philosophy, is a fundamental part of the corporate strategy and business activities, involving all interested parties, both external and internal.

The main strategic objectives are:

- 1.1 pursuing full and absolute satisfaction of customer requirements and expectations through a market-oriented approach that places strong emphasis on communication processes;
 - 1.2 continuous improvement of product quality starting from the design phase, fostering a preventive rather than corrective approach;
 - 1.3 ongoing improvement of corporate processes and their performance through measurable methods;
 - 1.4 commitment to preventing injuries, occupational diseases and incidents;
 - 1.5 commitment to always adopting environmentally respectful solutions, including the prevention of pollution;
 - 1.6 continuous improvement of the integrated management system, the environment, and workplace health and safety;
 - 1.7 ongoing commitment to meeting stakeholders' needs and applicable requirements, complying with legal requirements and other prescriptions voluntarily adopted by the organization;
 - 1.8 commitment to communicating corporate and individual obligations in the fields of workplace health and safety, quality and the environment, as well as the content of this policy, to employees, suppliers, customers and other relevant stakeholders.
2. **Novatex Italia S.p.A.** considers this a *philosophy of life* that enables excellence, prosperity and growth.
A constant analysis of the context in which the organization operates, the continuous exchange of views with customers, market competitors, and all other stakeholders, together with an assessment of their needs and expectations, are the basis for the continuous improvement of the Integrated Management System's effectiveness, implemented through:
 - 2.1 maintaining a dynamic organizational structure that fosters responsibility, involvement and motivation of all personnel, reinforcing the following principles:
 - 2.1.1. each production operator, employee and person in charge is directly responsible for the quality of products, production processes and business processes in which they are involved, as well as for the environment and workplace safety; each is also aware of their contribution to the effectiveness of the integrated system and of the potential negative effects resulting from failure to comply with system requirements;

		
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2.1.2. continuous professional development is guaranteed and must also be used as a motivation and improvement tool, enabling the long-term development of managerial capabilities and skills that ensure business continuity and success;

2.1.3. ongoing worker participation in the integrated management system, directly or through their representatives;

2.1.4. participation in voluntary programs and events with social and good health promotion focus;

2.2 carrying out a process for identifying hazards and assessing risks, implementing control measures aimed at eliminating or reducing potential negative effects, as well as improvement actions aimed at seizing potential opportunities;

2.3 carrying out a process for identifying environmental impacts, implementing control measures aimed at eliminating or reducing potential negative effects, as well as improvement actions aimed at seizing potential opportunities;

2.4 adopting standard operating procedures, periodically reviewed, verified and approved by the area managers in agreement with the Management, which serve as the method for operational execution of activities;

2.5 such procedures must be known by all collaborators, who must comply with the established methodology to ensure consistency and repeatability;

2.6 periodic documented review of business processes and of the integrated system policy (safety, quality and environment), to ensure its alignment with the organization's strategic objectives and aims;

2.7 analysis of processes, past events, potential situations that may arise and actions undertaken;

2.8 digitalization of operational and management processes;

2.9 identification and allocation of adequate financial resources defined during budgeting;

2.10 adoption of principles aimed at excellence in plant and machinery renewal and development interventions;

2.11 adoption of corrective actions based on complaint analysis and objectives aimed at exceeding customer expectations through insights obtained from periodic customer satisfaction surveys;

2.12 systematic and rigorous evaluation and monitoring of Novatex Italia S.p.A. suppliers, contractors and collaborators;

2.13 continuous monitoring of the progress of actions undertaken to achieve corporate objectives;

2.14 timely verification of compliance with safety, quality and environmental standards;

2.15 continuous improvement of the working environment to enhance safety, cleanliness and hygiene during operations.

3. **Novatex Italia S.p.A.** constantly applies and implements a management system for health, safety, quality and the environment in line with the requirements of ISO 45001, ISO 9001 and ISO 14001 international standards.

The company operates in full compliance with applicable laws, privacy regulations and mandatory requirements in all countries in which it operates.

The company has also adopted an organizational and management model consistent with the provisions of Legislative Decree 231/2001, as amended, regarding Corporate Administrative Liability.

Domenico Castagna

CEO and General Manager