

INTEGRATED POLICY FOR QUALITY, ENVIRONMENT, HEALTH AND SAFETY AT WORK, GENDER EQUALITY AND SUSTAINABILITY

The company policy aims to achieve the widest possible involvement of women and men in the workforce and, more generally, of all interested parties, to improve the performance of the Integrated Management System, in line with the economic and financial resources made available by the shareholders.

The Organisation has analysed the context in which it operates and has set objectives aimed at integrating sustainable development practices into daily activities, ensuring the highest possible quality of products and services.

This Policy is communicated to all personnel, to those who collaborate with the Organisation, to suppliers of goods and services and to external parties with whom commercial relationships are maintained.

1 Principles

The principles adopted by the company as a reference for all aspects of quality, environment, health, safety and sustainable development are as follows:

- ✚ compliance with laws, regulations and standards relating to quality, health, safety, environment, gender equality and the maintenance of high industry standards;
- ✚ continuous risk mitigation and ongoing improvement of performance through responsible and respectful behaviour;
- ✚ promotion of the development of processes and integrated management systems in the fields of quality, health, safety, environment and gender equality;
- ✚ development of sustainable strategies and practices;
- ✚ attention to the expectations of all interested parties, including all people working within the organisation and their representatives, ensuring their ongoing involvement and consultation.

2 Commitments

The Organisation is committed to translating these principles into actions and will continue to:

a) with regard to quality:

- ✚ adopt and maintain an effective Quality Management System for processes, products and services within its operational context, in compliance with applicable regulatory requirements;

- ✚ focus operations on meeting Customer requirements and on striving to exceed their expectations, while ensuring compliance with applicable laws and regulations, thereby reducing the causes of Customer dissatisfaction;
- ✚ conduct business activities with integrity, honesty and transparency, respecting applicable laws, regulations and ethical standards;
- ✚ promote innovation and the development of sustainable solutions that meet Customer needs without compromising present and future resources;
- ✚ foster a culture of continuous improvement so that every member of the Organisation feels encouraged to identify opportunities for optimisation and to contribute to achieving sustainability and quality objectives;
- ✚ implement a risk-management methodology that strengthens confidence in the achievement of business objectives, while promoting and embedding risk-based thinking throughout the Organisation;
- ✚ make decisions based on the analysis and evaluation of objective and measurable data and information, increasing confidence in the resulting evidence;
- ✚ appropriately manage communication and relationships with stakeholders regarding expectations of and towards e-GEOS arising from this Policy;
- ✚ strengthen its human resources through ongoing training and the development of professional and managerial skills, enhancing performance evaluation processes and the motivation of people working within the Organisation;
- ✚ adopt specific human-resources policies that improve working conditions, support the balance between work and private life, ensure greater maternity and parental protection, facilitate accessibility for people with disabilities, and promote the growth and satisfaction of people working within the Organisation;
- ✚ select suppliers of goods and services in line with the principles of this Policy, encouraging and promoting their commitment to achieving a consistent level of quality;
- ✚ contribute to the well-being and growth of the community in which the Organisation operates, not only from an economic standpoint but also through the promotion and implementation of social initiatives.

b) concerning the environment:

- ✚ ensure compliance with applicable legal requirements and monitor its own significant environmental impacts with the aim of reducing them over time, as the Organisation also pays particular attention to verifying the reliability of plant operation and maintenance;
- ✚ define objectives and adopt improvement programmes aimed at controlling the performance of its Management System, maintaining and supporting its commitment to environmental protection;
- ✚ improve energy efficiency and reduce greenhouse gas emissions by promoting the upgrading of its facilities and raising staff awareness;
- ✚ implement actions for the proper management of water resources and the reduction of related consumption;
- ✚ act to reduce waste, minimise waste generation and promote recycling and reuse, from the design stages of products and services, in line with eco-design and lifecycle assessment principles, fostering value creation towards new circular-economy models;
- ✚ manage the activities of external worksites in full compliance with the environmental context and local laws, safeguarding habitats and biodiversity for the benefit of future generations;
- ✚ communicate, promote and encourage the use of sustainable transport options for home-to-work travel;

- ✚ raise awareness among all parties with whom it interacts in various capacities, including naturally its employees, and establish appropriate measures to ensure that the supply chain (including suppliers, contractors and service providers) operates in line with the adopted standards;
- ✚ integrate environmental aspects with long-term sustainability, profitability and competitiveness objectives.

c) concerning health and safety at work:

- ✚ ensure compliance with the applicable legal requirements on health and safety at work, and with the obligations to which the Organisation has committed itself in the spirit of continuous improvement, monitoring the Management System to assess its performance and always considering further opportunities for ongoing improvement;
- ✚ eliminate or reduce health and safety risks at work. To this end, it maintains an organised and efficient system for assessing health and safety risks, keeping them under constant review in relation to the nature and extent of such risks, establishing the related objectives and monitoring their degree of achievement;
- ✚ apply zero tolerance towards any form of violence against employees, including harassment in any form;
- ✚ develop staff training initiatives and provide information to the personnel of contracted companies, with the aim of analysing exposure to risks, the causes of incidents and near misses, and all aspects that may require specific actions related to health and safety;
- ✚ ensure health and safety at work within external worksites by adopting prevention programmes and by providing suitable health and safety equipment;
- ✚ promote the improvement of facilities, equipment, procedures and safety devices, with the aim of minimising the risks of accidents;
- ✚ maintain and improve the Organisation's hygiene and health standards of working environments;
- ✚ ensure that employees, contractors and all other interested parties working under the Organisation's control have healthy working conditions, having assessed the context in which the company operates. In doing so, it also helps to raise awareness among these parties about the importance of understanding health and safety issues, both within the company and in daily life;
- ✚ monitor the process of improving working conditions both from a management perspective and an operational one, through a dynamic assessment of risks and a synergistic collaboration with all stakeholders.

d) regarding gender equality:

- ✚ promote a culture based on respect, on valuing diversity and inclusion at all organisational levels, creating the conditions needed to attract, develop and retain talented people. Define and update a corporate welfare plan that provides concrete measures to support people's well-being, both in the workplace and in balancing professional and private life, with particular attention to parenting, organisational flexibility and work-life balance;
- ✚ communicate clearly, coherently and transparently, both inside and outside the organization, the company's commitment to promoting gender equality. Integrate these principles into all marketing, institutional communication and advertising activities, adopting inclusive language, avoiding stereotypes and valuing positive models of leadership and collaboration;
- ✚ promote activities, events and awareness and training programmes on gender equality, inclusion and mutual respect, aimed at all personnel and, where possible, also at partners

and external communities. Disseminate these initiatives through digital channels and corporate communication tools, in order to broaden their impact and collective awareness;

- ✚ create a working environment based on inclusion, collaboration and solidarity, fostering transparency, active listening and constructive dialogue. Encourage the participation of all people and value diverse points of view as a driver of innovation, growth and organisational cohesion;
- ✚ ensure pay equity between women and men, guaranteeing equal opportunities for professional growth and career development. Support women's participation and retention in the labour market through measures that help balance care responsibilities, valuing their skills and promoting access to positions of responsibility. Ensure fair remuneration for work of equal socioeconomic value, adopting monitoring tools and periodic assessments to prevent and correct any disparities.