ECOTERM S.R.L. ENVIRONMENTAL POLICY

The Management of Ecoterm S.r.l. is committed to implementing and maintaining an Environmental Management System (EMS) in accordance with ISO 14001 and to continually improving its effectiveness in order to enhance environmental performance. Through its activities, the company also seeks to create value for all interested parties:

- ✓ for **employees**, by ensuring their well-being and supporting the ongoing development of their professional skills and competence at work;
- ✓ for **customers**, by meeting their needs in terms of the quality and efficiency of the services provided;
- ✓ for **suppliers**, by building relationships based on trust, transparency and mutual cooperation to ensure ethical conduct throughout the supply chain;
- ✓ for **society as a whole**, by acting as a responsible company and contributing to the economic and social development of the community while protecting the natural environment.

The fundamental principles and values underpinning the company's commitment include:

- ✓ fairness, transparency and legality in dealings with all interested parties;
- ✓ consistency between values, strategies and conduct;
- ✓ technological innovation.

Ecoterm S.r.l. is committed to complying with applicable legislation and the national and international labour standards referred to in its corporate commitments. The company is guided by the principles of legality and the protection of health, the environment, safety and human dignity set out in Article 41 of the Italian Constitution. It undertakes to comply with the applicable provisions of Italian Legislative Decree No. 152 of 3 April 2006 (Consolidated Environmental Act), as subsequently amended and supplemented. ISO 14001 remains the reference standard for its Environmental Management System.

In addition to the environmental commitments set out in this Policy, Ecoterm S.r.l. recognises the following principles of social responsibility as general values of corporate conduct, distinct from the Environmental Management System subject to certification:

- ✓ Child labour: neither use nor encourage the use of child labour;
- ✓ Health and safety: ensure a safe and healthy workplace for all employees;
- ✓ Freedom of association and the right to collective bargaining: respect workers' right to join and form trade unions;
- ✓ Discrimination: refrain from discrimination of any kind;
- ✓ Working hours: comply with legislation and the applicable national collective labour agreement;
- ✓ Remuneration: ensure compliance with statutory minimum wage levels;
- ✓ Implementation of commitments: promote adherence to the above principles of social responsibility throughout company activities and processes.

Ecoterm S.r.l. is committed to protecting the environment and preventing pollution, setting its priorities according to the significant environmental aspects of its activities, products and services and the characteristics of the context in which it operates.

With regard to environmental aspects, the company is committed to:

- ✓ involving and engaging all parts of the organisation in protecting the environment;
- ✓ fulfilling applicable compliance obligations, including environmental legislation, permit conditions and other commitments entered into by the company, and periodically verifying compliance;
- ✓ identifying and evaluating environmental aspects and their associated impacts;
- ✓ monitoring and reducing environmental risks arising from production processes and eliminating them where possible, including through life cycle assessment (LCA) studies where relevant;
- ✓ preventing and reducing waste generation, promoting reuse and recovery where applicable, and ensuring proper waste management and traceability. The company also promotes the efficient use of raw materials and water resources, assessing opportunities to reduce waste in relation to its activities and significant environmental aspects;
- ✓ pursuing reductions in energy consumption;

- ✓ preventing and minimising impacts on environmental media affected by its activities, with particular attention, where relevant, to air emissions, water discharges, the protection of soil and groundwater, and noise emissions, through appropriate operational controls, maintenance and monitoring;
- ✓ monitoring technological developments to identify opportunities to reduce environmental impacts;
- ✓ developing and maintaining open, cooperative relationships with local authorities and all interested parties;
- ✓ ensuring and developing effective communication with all personnel.

Ecoterm S.r.l. is committed to identifying potential emergency situations with environmental consequences, establishing and maintaining appropriate prevention and response measures, and periodically verifying their effectiveness in order to prevent or mitigate environmental impacts.

The commitments described above apply to all activities within the scope of the Environmental Management System of Ecoterm S.r.l.

The commitments in this Policy provide the framework for setting and reviewing environmental objectives. Through planning, implementation of actions, monitoring of results and improvement measures, Ecoterm S.r.l. pursues continual improvement of its Environmental Management System to enhance environmental performance while ensuring the efficiency of its corporate system.

Management undertakes to ensure adequate resources and competence for the operation of the Environmental Management System, to assign responsibilities consistent with organisational roles, and to promote personnel training and awareness. It also communicates relevant environmental requirements to suppliers and contractors and takes their compliance into account in managing these relationships, according to the degree of control and influence it can exercise.

Management is committed to communicating and disseminating this Environmental Policy to all personnel, promoting its understanding and making it available to interested parties through the company website, internal noticeboards, email and/or dedicated meetings. It considers everyone's contribution essential to monitoring and improving the results achieved.

Ecoterm S.r.l. is committed to identifying and implementing effective means of communication with both its employees and other interested parties. Open and transparent dialogue is intended to provide adequate information on the commitments made and their implementation.

When analysing its organisational context, Ecoterm S.r.l. assesses whether climate change is relevant to its Environmental Management System and takes into account interested parties' needs relevant to this issue. Based on the assessment, the company defines objectives and improvement actions where necessary.

Management periodically reviews the suitability of the Policy and the effectiveness of the Environmental Management System through management review. As part of this process, it assesses opportunities to improve environmental performance, sets specific objectives and verifies their achievement, updating the Policy where necessary.

San Felice sul Panaro, 23/01/2026

Legal Representative
Dr Paolo Stabellini