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INTEGRATED QUALITY, ENVIRONMENT, HEALTH, AND SAFETY MANAGEMENT SYSTEM POLICY

in compliance with UNI EN ISO 9001:2015, UNI EN 9100:2018, UNI EN ISO 14001:2015, and UNI ISO 45001:2023 standards.

Fully aware of its role within the economic and social community, **Forgia di Bollate has made quality, human capital development, environmental protection, and workplace safety the cornerstones of its corporate culture, as well as its relationships with stakeholders.**

The Company is committed to operating in compliance with applicable mandatory and voluntary requirements, in accordance with the principles and requirements of the UNI EN ISO 9001:2015, UNI EN 9100:2018, UNI EN ISO 14001:2015, UNI ISO 45001:2023 standards. It also aims at carrying out a continuous improvement of its Integrated Management System (IMS) and constant adaptation to the ever-evolving internal and external context.

Forgia di Bollate takes an active role in preventing pollution and reducing the environmental impacts of its processes, considering the "Life Cycle Perspective" approach as an essential tool for defining its environmental policies and assessments. The product is therefore analyzed at every stage, from manufacturing to disposal, taking into account direct and indirect, internal and external impacts.

Our workers' health and safety are a fundamental value for the company: Forgia di Bollate thus guarantees healthy and safe working conditions, aimed at preventing injuries, accidents, and occupational diseases. And, at the same time, it also fosters a culture of shared responsibility.

In the highly regulated environment in which it operates, Forgia di Bollate promotes a culture of safety, with particular attention to the aerospace, defence, and nuclear sectors. It encourages proactive, aware, and self-critical behaviour from all personnel, discouraging shortcuts and non-compliant practices.

The company is committed to the prevention of use of counterfeit, fraudulent, or suspect (CFSI) items in its production process; we also try to reduce the risk of FOD (Foreign Object Debris) through training programs and rigorous operating procedures, particularly during critical processing and packaging phases.

The central position of people in our organizational system is a clear commitment to our belief in the value of people and, at the same time, a sign of our recognition of the importance of managing human factors in preventing systemic errors.

To implement the Policy, our company's Management played a key role in the following actions:

- seeking to fully satisfy the needs and expectations of stakeholders)
- constantly monitoring the internal and external context in which it operates
- carefully evaluating the risks and opportunities of its processes
- maintaining a high quality standard of its products
- constantly committing to improve the integrated management system, through continuous problem correction and prevention of non-conformities
- integrating human factors modules into training programs and ensuring ongoing training on quality, environment, health, and safety, with the aim of increasing staff awareness of the impacts of their activities
- promoting a culture of safety, particularly in the nuclear, aerospace, and defence sectors, through information, education, and proactive and self-critical behaviour
- actively combatting the introduction of counterfeit or fraudulent items (CFSI) and prevent the presence of foreign objects (FOD) during processing and packaging
- promoting strategic partnerships with suppliers, ensuring compliance with company requirements, ethical principles, fundamental rights, equal treatment, and the protection of child labour

- raising awareness among suppliers and contractors regarding quality, environmental, health, and safety issues, involving them in the pursuit of company objectives
- communicating the company's commitment to environmental protection, health, and safety to customers and suppliers, and maintain active dialogue with the relevant authorities
- promoting a preventative maintenance model based on root cause analysis, with the aim of increasing system reliability, preventing accidents and environmental impacts, and ensuring efficient, safe, and sustainable management
- maximum attention to the three ESG pillars (Environmental, Social, Governance), promoting responsible and sustainable management in line with global climate change mitigation and environmental protection objectives
- implementing materiality and dual materiality analyses to ensure consistency in strategic choices and proactively assess the environmental and climate impacts of production processes
- preventing pollution and minimizing environmental risks through preventive assessments and continuous monitoring
- reducing the environmental impact of waste through reduction, recovery, and recycling, where economically viable
- constantly seeking the best available technologies (BAT) for emissions and water treatment and soil protection
- using eco-friendly products wherever possible
- mitigating environmental impacts, protect biodiversity and ecosystems, and adopt a lifecycle perspective for the company's products
- ensuring adequate environmental staff training in order to raise awareness concerning environmental protection
- operating in compliance with applicable regulations and the requirements agreed upon with stakeholders, ensuring legal compliance in all countries where our company operates
- implementing and maintaining updated management and monitoring procedures to protect the health and safety of personnel, with corrective actions in the event of anomalies or emergencies
- assessing the hazards of operations and related risks, periodically reviewing them even if no changes have occurred
- ensuring a healthy psychosocial environment that fosters personal development, physical and mental well-being, and worker performance
- managing staff based on merit and in accordance with equal opportunities, through fair and non-discriminatory contracts
- developing effective communication channels, both internally and externally, especially with public authorities
- carrying out internal audits to verify the compliance and effectiveness of the company's integrated management system
- periodically reviewing the system's effectiveness, including through a review carried out by the company's Management staff
- developing programs, objectives, and targets, allocating adequate human and material resources to achieve them
- spreading the knowledge of this document to all staff members and make it accessible to all interested parties
- using the best available technology to achieve the company's objectives

The Employer and the Management of Forgia di Bollate are committed to supporting the implementation of this Integrated Policy and ensuring compliance. The Policy is periodically reviewed and updated to ensure its continued adequacy, effectiveness, and compliance.

Forgia di Bollate Spa
Canneto s/O (Mn), 30/06/2025

ording law 81/2008