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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 19443:2022, UNI CEI EN ISO 50001:2018, UNI EN ISO 14001:2015, 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 pillars of its corporate culture and 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 19443:2022, UNI CEI EN ISO 50001:2018, 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. The product is therefore analyzed at every stage, from production to disposal, taking into account direct and indirect, internal and external impacts.

Health and safety are a fundamental values 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. The Company promotes the consultation and active participation of workers and their representatives in decision-making processes regarding occupational health and safety.

Within the highly regulated context in which it operates, Forgia di Bollate guarantees an integrated approach focused on quality, product safety, environmental protection, occupational health and safety, and energy efficiency, ensuring alignment with the requirements of its Integrated Management System.

Forgia di Bollate is committed to ensuring product safety throughout the entire lifecycle, guaranteeing that engineering, procurement, production, inspections, non-conformity management, and post-delivery activities are carried out with rigor, traceability, and a focus on risk. Thereby we focus on preventing errors, deviations, and adverse impacts on customers, end-users, internal staff, and the environment. This commitment is particularly significant in the Aerospace & Defense and Nuclear sectors, where the Company fosters a robust Nuclear Safety Culture, recognizing that nuclear safety takes precedence over competing priorities and that every employee contributes to maintaining the highest safety standards.

The Company promotes an open and transparent culture that encourages personnel to report anomalies, errors, and potential issues that could impact product safety and nuclear safety, without fear of retaliation.

The organization encourages proactive, conscious, ethical, and responsible behaviour in every activity, ensuring integrity, transparency, and respect for people, the environment, and applicable regulations, while discouraging the use of 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.

Forgia di Bollate adopts a life-cycle perspective, evaluating direct and indirect environmental impacts of its products and processes, and committing to pollution prevention, biodiversity protection, and the reduction of environmental impacts.

The Company promotes the continuous improvement of energy performance, ensuring the availability of necessary resources, the adoption of the best available technologies, and staff awareness regarding the efficient and responsible use of energy.

Forgia di Bollate safeguards health and safety of all its workers by ensuring safe operating conditions, periodic risk assessments, emergency management, accident prevention, and a healthy, inclusive psychosocial environment.

The Company ensures structured **supply chain** control by requiring suppliers to comply with technical, environmental, energy, and ethical requirements, and by guaranteeing full **traceability** of materials, activities, and decisions throughout the entire product lifecycle.

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

- Satisfy stakeholders — by ensuring active listening, transparency, and alignment between expectations and results.
- Monitor the context — by constantly analyzing internal and external factors influencing the IMS.
- Manage risks and opportunities — by adopting a structured, proactive approach to strengthen resilience and performance.
- Ensure product quality — by maintaining high technical standards, reliability, and safety throughout the entire lifecycle.
- Promote a safety culture — by safeguarding occupational health and safety and ensuring product safety in the nuclear, aerospace, and defense sectors.
- Apply levels of control, surveillance, and verification proportionate to the importance of products and services for nuclear safety.
- Fight CFSI and prevent FOD by applying rigorous controls and specific training during critical phases.
- Apply a graded, risk-based approach, tailoring controls to the importance of products and services for nuclear safety.
- Promote continuous improvement by preventing non-conformities, correcting critical issues, and optimizing processes and performance.
- Improve energy performance — by ensuring the resources, technologies, and information necessary to achieve energy objectives.
- Strengthen skills and awareness — by integrating quality, environmental, safety, energy, and human factors into training programs.
- Promote an open and transparent culture — by encouraging personnel to report errors, anomalies, and potential issues that could impact nuclear safety, without fear of retaliation.
- Develop responsible partnerships with suppliers — by ensuring technical, ethical, environmental, and energy compliance throughout the supply chain.
- Engage suppliers and contractors — raising awareness regarding quality, energy, the environment, and health and safety.
- Promote environmental protection and dialogue with authorities — ensuring transparency, compliance, and institutional collaboration.
- Adopt preventive maintenance — based on failure cause analysis to enhance reliability and reduce risks.
- Integrate ESG principles — adopting responsible and sustainable practices aligned with global goals.
- Apply materiality analysis — evaluating environmental, social, and energy impacts in strategic decision-making.
- Prevent pollution — through preliminary assessments, continuous monitoring, and impact reduction.
- Reduce and add value to waste — by fostering reduction, recovery, and recycling where sustainable.
- Adopt the best available technologies — regarding emissions, water, soil, and production processes.
- Protect biodiversity and ecosystems — by applying a life-cycle perspective to products.
- Ensure environmental training — by raising staff awareness and fostering a sense of responsibility.
- Ensure legal compliance — in all countries where the Company operates.
- Manage health and safety — through procedures, monitoring, risk assessments, and emergency management.
- Promote psychosocial well-being — by creating an inclusive, healthy environment focused on personal development.
- Ensure equal opportunities and contractual fairness — without discrimination and in compliance with fundamental rights.
- Maintain effective communication — internally, externally, and with competent authorities.
- Conduct internal audits — to verify the compliance, effectiveness, and improvement of the IMS.
- Periodically review the IMS — ensuring its adequacy, effectiveness, and strategic alignment.
- Define objectives and resources — ensuring adequate means to achieve IMS goals.
- Disseminate the Policy — making it accessible to all personnel and interested parties.
- Use advanced technologies — to improve process performance, safety, and sustainability.

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.

Canneto s/O (Mn), 10/04/2026

Operation Director/Employer's Delegate according law 81/2008



Forgia di Bollate Spa



CEO