



ACQUAFLEX POLICY SUMMARY

AcquaFlex operates in an entrepreneurial context, striving for sustainable and inclusive growth while considering a sustainable approach through tangible and measurable actions as essential.

These actions must ensure:

- Compliance with applicable regulations and contractual requirements signed with customers;
- The health and safety of employees and consumers;
- Measures aimed at reducing the environmental impact of processes and developed products;
- Gender equality, inclusion, and the safeguarding of diversity;
- A work environment where every employee can feel fulfilled and comfortable;
- Ethical business conduct with customers, suppliers, and partners;
- Measures to prevent and eradicate acts of active or passive corruption;
- Meeting customer needs;
- Strengthening partnerships with suppliers;
- Continuous improvement of corporate processes and products.

The AcquaFlex Code of Ethics is the key document that outlines AcquaFlex's stance on these topics.

ACQUAFLEX POLICY

The AcquaFlex General Management has recognized the need to establish and maintain an integrated management system for Quality/Environment/Occupational Health & Safety/Gender Equality, in accordance with UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, UNI ISO 45001:2018, and UNI/PdR 125:2022 standards.

The Integrated Policy is the driving force of the Integrated Management System and reflects the commitment to comply with applicable laws and pursue continuous improvement. The Policy is signed by the Management, which commits to dynamically implementing, monitoring, and regularly reviewing it. It is the foundational document, aligned with the organization's strategies, for defining and reviewing corporate objectives.

It includes primary and specific objectives, listed below.

INTEGRATED MANAGEMENT SYSTEM OBJECTIVES

The primary objectives for Quality, Safety, Environment, and Gender Equality pursued by AcquaFlex are:

- Enhancing the range of products offered to customers by monitoring market demands;
- Reducing the negative impact of products and services on the environment, health, and safety of workers and customers;
- Ensuring product compliance and that every business activity is conducted in accordance with current environmental, health, and workplace safety laws;
- Conducting all necessary activities to analyze explicit and implicit customer needs to collect essential data and information for proper supply planning;
- Achieving customer satisfaction by providing products that meet both explicit (contractual) and implicit requirements;
- Preventing service disruptions and non-conformities;
- Defining appropriate verification methods to ensure proper service execution;
- Optimizing costs incurred to guarantee product quality;
- Building, consolidating, and strengthening the AcquaFlex corporate image;

- Identifying and monitoring significant environmental, health, and safety aspects of the organization and continuously reviewing them to assess potential modifications and improvements;
- Ensuring product and process compliance with legal and contractual commitments made to customers or other stakeholders;
- Adopting the best techniques and procedures for emergency prevention and control within the organization, in line with environmental, health, and safety practices and procedures;
- Treating suppliers as partners rather than mere service providers to share needs and expectations, especially those of customers, integrating them into our extended team;
- Ensuring the security of information and personal data processed within business activities;
- Training and raising awareness among all employees (both managerial and non-managerial) about activities that impact sustainability aspects and related containment measures;
- Preventing corruption risks by strengthening business processes and supplier, market, and collaborator selection criteria, including consultants;
- Implementing financial and non-financial controls to prevent active or passive corruption;
- Applying fair business practices by eliminating or reducing any possible anti-competitive behavior and/or conflicts of interest;
- Refusing any business relationships with customers, suppliers, and/or partners who do not respect human and labor rights or engage in unethical and anti-competitive business practices;
- Ensuring that suppliers and contractors comply with this policy to continuously improve their environmental, health, and safety performance, also selecting and evaluating them based on their sustainability performance;
- Communicating through Integrated Management Review as a fundamental tool for information and communication, presenting key performance indicators to track the improvement of objectives;
- Making available and applying techniques and processes that ensure continuous environmental improvements by reducing impacts, effects, and resource consumption;
- Improving product and process eco-compatibility for a lower environmental impact;
- Defining and monitoring specific environmental, health, and safety objectives aimed at reducing impacts and effects on the environment and occupational health and safety;
- Reducing the environmental impact of business processes through concrete measures specifically targeting waste, Scope 1 and Scope 2 emissions, and water consumption;
- Ensuring employees are aware of environmental commitments, engaged in pursuing them, and trained to adopt behaviors consistent with these commitments;
- Ensuring the adoption of appropriate environmental policies by suppliers and companies working for AcquaFlex;
- Preferring local suppliers to reduce environmental impact and support the local economy;
- Introducing appropriate environmental management control and audit methodologies to protect the environment;
- Ensuring internal and external communication always considers sustainability impacts;

- Prioritizing policies that consider the life cycle perspective of the provided product and service.

Regarding policies related to workers' health and safety, the commitment is to:

- Ensuring full compliance with occupational health and safety laws (protecting employees, visitors, contractors, and external stakeholders);
- Continuously eliminating risks and reducing risk factors, accidents, and occupational diseases;
- Seeking continuous improvement of the Workplace Health and Safety Management System;
- Informing and sensitizing all collaborators, promoting participation and consultation to create the best conditions for performing tasks safely and making them aware of all environmental aspects related to the organization's activities;
- Using raw materials with a lower impact on worker health and safety;
- Developing formulations that minimize health and safety risks for workers;
- Using high-quality, sturdy, and manageable packaging to facilitate logistics;
- Supporting work environments that allow employees to operate peacefully.

Regarding policies related to improving the health and safety of customers and end-users of products, the commitment is to:

- Systematically providing qualified technical assistance to support customers in choosing the safest product in terms of quality, health, safety, and the environment;
- Developing formulations with a lower impact on worker, customer, and end-user health and safety;
- Preparing safety data sheets and technical sheets that comply with regulations to facilitate the correct, conscious, and safe use of AcquaFlex products;
- Providing high-quality, robust, and manageable packaging to facilitate logistics for customers and end-users.

Regarding the working conditions of employees, the commitment is to:

- Prohibiting any form of abuse or exploitation;
- Complying with applicable labor contract regulations;
- Regularly fulfilling legal obligations;
- Allowing free trade union association;
- Enabling workers to report needs and requirements to management;
- Providing a reporting channel for bullying, harassment, and abusive acts;
- Enhancing sustainability through dedicated policies that include employee welfare measures;
- Allowing employees to operate in an environment that ensures a balanced work-life integration, as well as policies and measures to guarantee gender equality and broader diversity inclusion within HR management processes;
- Protecting all employees, especially those more vulnerable, such as individuals with disabilities, pregnant or breastfeeding women.

The Company's Management, committed to achieving these objectives, ensures the provision of adequate tools and resources, raising awareness, and engaging all company personnel to achieve these goals.

This policy is made available to AcquaFlex personnel and customers through publication on the website and is referenced in the Corporate Code of Ethics, which all employees are required to sign.

Antonio Dito

CEO
(Antonio Dito)

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