



ACQUAFLEX INTEGRATED POLICY – APPROACH AND DEVELOPMENT

Top Management has developed an Integrated Management System that synergistically combines the principles of Quality, Environment, Occupational Health and Safety, and Gender Equality. The company policy is presented in two versions:

- ◆ a concise version, summarizing AcquaFlex's core values and guiding principles;
- ◆ a detailed version, providing an in-depth description of objectives and operational strategies.

The Policy results from a thorough analysis of the company context, the needs and expectations of stakeholders, the processes involved, and the related risks and opportunities.

Top Management is committed to keeping it active and aligned with regulatory, technological, and market developments, ensuring full staff involvement and the availability of the resources required for its effective implementation.

SUMMARY POLICY

AcquaFlex operates within an entrepreneurial context oriented toward sustainable, responsible, and inclusive long-term growth.

Sustainability is considered an essential principle, pursued through tangible, measurable, and continuous actions aimed at:

- ◆ ensuring compliance with applicable regulations and contractual commitments;
- ◆ protecting the health and safety of workers, customers, and consumers;
- ◆ reducing the environmental impact of processes and products through innovation and efficient technologies;
- ◆ enhancing gender equality, inclusion, and respect for diversity;
- ◆ promoting ethical and transparent behavior in all internal and external interactions;
- ◆ safeguarding the confidentiality and security of information;
- ◆ pursuing continuous improvement, customer satisfaction, and operational excellence.

These commitments are based on the principles of ISO 9001, ISO 14001, ISO 45001 and UNI PdR 125, which form the framework of the company's Integrated Management System.

ACQUAFLEX S.R.L. – INTEGRATED POLICY

AcquaFlex S.r.l. develops and produces innovative technical solutions for the water treatment, paper and cardboard manufacturing, and industrial cleaning sectors. Each product is the result of research focused on sustainability, efficiency, and safety, with the goal of providing customers with effective and environmentally responsible solutions. In addition to production activities, AcquaFlex provides qualified technical support, assisting customers throughout every stage of application—from product selection to post-sale monitoring.

OBJECTIVES AND COMMITMENTS OF THE INTEGRATED MANAGEMENT SYSTEM

To effectively implement its values and principles, AcquaFlex establishes a series of strategic objectives and commitments guiding the organization's activities across all areas of social sustainability, product quality, environmental protection, and worker safety. These commitments form the foundation of the Integrated Management System and represent the operational guideline for continuous improvement and value creation for all stakeholders.

Social Responsibility and Sustainability

AcquaFlex places people at the center of its corporate policies and is committed to ensuring fair, safe, and dignified working conditions.

The company commits to:

- ◆ prohibiting any form of abuse, harassment, bullying or misconduct, promoting a climate of respect and cooperation;
- ◆ fully complying with applicable laws and labour contracts and regularly fulfilling all legal obligations;
- ◆ ensuring freedom of union association and enabling workers to freely express their needs to Management;
- ◆ providing confidential reporting channels for improper or discriminatory behaviour;
- ◆ promoting work-life balance through corporate welfare measures and flexible arrangements that enhance personal and professional well-being;

- ◆ ensuring gender equality and inclusion in all human resource management processes;
- ◆ protecting vulnerable individuals, including persons with disabilities, pregnant women, and new mothers;
- ◆ encouraging dialogue, participation, and active listening, and supporting the reporting of needs and improvement proposals.

Rejecting any form of child labour, forced labour, or exploitation, AcquaFlex exclusively collaborates with partners who share the same ethical and social values.

Quality, Innovation, and Customer Satisfaction

Quality is a distinctive value and a daily commitment for AcquaFlex. The company pursues excellence in the design, production, and supply of its products and services, ensuring compliance with contractual, regulatory, and safety requirements. Every stage of the production process is oriented toward preventing nonconformities and fostering continuous improvement through data monitoring, staff training, and collaboration with customers and suppliers. Customer satisfaction lies at the heart of company strategy: AcquaFlex listens to both explicit and implicit needs, anticipates market evolution, and develops increasingly high-performing, sustainable, and safe solutions. The goal is to build long-lasting relationships of trust, based on professionalism, availability, and responsiveness.

Environmental Protection

Environmental protection is a core pillar of AcquaFlex's corporate culture. The company recognises its responsibility towards the territory and future generations and is committed to managing every phase of its activities sustainably. In particular, AcquaFlex:

- ◆ prioritises the development of low-impact products and processes, favouring biodegradable, non-hazardous, and easily recyclable solutions;
- ◆ adopts ambient-temperature production technologies and methodologies that drastically reduce atmospheric emissions, always keeping them within permitted limits;
- ◆ promotes the use of recycled and recyclable packaging, in cooperation with suppliers, to reduce waste and support circular economy practices;
- ◆ optimizes water consumption through the recovery and reuse of plant washing water;
- ◆ progressively reduces energy demand by adopting renewable energy solutions and high-efficiency systems;
- ◆ studies and implements policies to reduce greenhouse gas emissions and limit transport-related impacts through optimized logistics;
- ◆ favors local sourcing to lower transport impacts and support the local economy;
- ◆ conducts regular environmental audits and monitoring to verify the effectiveness of implemented measures and identify new opportunities for improvement.

AcquaFlex's environmental commitment extends beyond production to product use, promoting concentrated and high-performance solutions that reduce packaging, consumption, and waste throughout the value chain.

Regulatory and Contractual Compliance

AcquaFlex considers legal and regulatory compliance an essential requirement of its activities. The company ensures that every phase of its production and management processes fully complies with current laws on environment, health and safety, gender equality, and data protection. All products comply with chemical regulations and with safety and environmental protection requirements. AcquaFlex also guarantees full contractual compliance, honoring commitments with customers, suppliers, and partners in a transparent, fair, and trustworthy manner.

Health and Safety

Worker safety is an absolute priority.

AcquaFlex aims to eliminate or minimize risks by creating a healthy and safe workplace, compliant with legislation and continuously improved through analysis, training, and active staff participation. The company promotes awareness and responsibility among all employees, encouraging safe and correct behaviors. Products are also designed with particular attention to the safety of end users, through low-impact formulations and clear, updated technical and safety documentation.

Ethics, Transparency, and Anti-Corruption

Ethics underpin every company decision and relationship. AcquaFlex adopts behaviors based on legality, fairness, and integrity, implementing controls and procedures to prevent

corruption, fraud, and conflicts of interest. The company rejects any business relationship with parties that do not respect human rights, labor laws, or fair competition principles, and promotes a culture of transparency at all levels.

Information Security

In an increasingly digitalized environment, AcquaFlex recognizes the importance of protecting data and information. The company adopts management and control systems to safeguard its know-how, sensitive information, and personal data, continuously adapting to technological evolution and best cybersecurity practices.

Relations with Suppliers and Stakeholders

AcquaFlex considers suppliers and partners key players in its sustainability journey. They are selected and evaluated not only based on economic criteria but also on environmental, social, and ethical performance. The company promotes collaboration and ongoing dialogue to build a more responsible and transparent value chain. Communication, both internal and external, is always clear, accessible, and aligned with the principles of corporate integrity and sustainability.

Implementation, Monitoring, and Communication

Top Management strongly supports the achievement of company objectives by providing the necessary resources and promoting staff involvement. The entire organization is therefore required to contribute with commitment and competence.

The Integrated Policy is published on the company website and referenced in the Code of Ethics, which represents the company's value framework and must be signed by every employee.

Each year, during Management Review, specific measurable objectives are defined, monitored, and communicated to all organizational functions. Progress is reported through annual reports illustrating performance in quality, environment, safety, gender equality, ethics, and sustainability.

This Policy, integrated into the AcquaFlex Code of Ethics, represents the company's commitment to fostering a culture based on responsibility, transparency, and continuous improvement.

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CEO
(Antonio Dito)