

Integrated Policy on Quality, Occupational Health and Safety, and Environmental Protection

Top Management is committed to ensuring that Maffeis Engineering SpA is able to design and deliver services with characteristics that satisfy both customer expectations and internal organizational needs, in compliance with its Occupational Health and Safety Management System—with the aim of preventing injuries and occupational illnesses—and its Environmental Management System—with the aim of protecting the environment and preventing pollution.

Management also undertakes to provide the necessary and sufficient resources to ensure that the organization operates at the best of its capabilities and competences, with ongoing improvement efforts to remain responsive to the challenges posed by a continuously evolving market.

The above reflects Top Management's overall vision regarding the Company's policy on quality, occupational health and safety, and environmental protection. It is the Management's expectation that all personnel, at every level of the organization and within their respective roles, will actively contribute to its daily implementation through:

- managing relationships with clients and suppliers (both internal and external) based on mutual respect and appreciation;
- maintaining conduct that is regularly monitored and oriented toward professionalism, integrity, and full compliance with environmental and occupational health and safety laws and regulations;
- ensuring timely responses;
- operational efficiency through a proactive rather than reactive approach to quality, environmental protection, and the safety of individuals;
- a constructive and collaborative attitude in teamworking, also aimed at identifying design solutions that optimize resource use from a life cycle and circular economy perspective, in relation to the outputs of design and consulting activities carried out by Maffeis Engineering;
- a proactive attitude in identifying and reporting environmental and health and safety risks, as well as needs and opportunities for improvement in products, processes, and personal competencies.

Top Management believes that the implementation of the organizational models outlined in the most recent versions of standards UNI EN ISO 9001, UNI ISO 45001, and UNI EN ISO 14001 constitutes an additional cornerstone—beyond the simple rules we have established for mutual respect and growth—towards building a structure with a long-term vision that transcends the presence of the company's founder.

We must never forget our origins and the path we have taken, as a daily reminder that success and workplace safety are achieved when everyone is committed to meeting requirements and continuously improving the effectiveness of the company's management system;

Top Management specifically undertakes to:

- ✚ ensure that the Quality, Health & Safety, and Environmental Policy remains appropriate to the aims of Maffeis Engineering SpA over time, through periodic review;
- ✚ ensure that the entire organization is engaged in pursuing quality, health & safety, and environmental objectives, consistently aligned with this policy and reviewed in conjunction with the Management Review;
- ✚ ensure the availability of adequate resources for the effective implementation of this policy on quality, occupational health and safety, and environmental protection.

Top Management
Maffeis ing. Massimo

Revision 4 dated 04/01/2024	Massimo Maffeis	Environmental Policy Integration
Rev and date	Drafting Review and Approval	Modifications