

CO.M.P.ES. S.P.A. considers achieving continuous improvement as a strategic corporate objective in line with its philosophy of ensuring a product/service focused on the utmost customer satisfaction and, more broadly, on all stakeholders. This approach is based on the ability to continuously adapt to market needs, technological innovations, as well as global geophysical and geopolitical changes (climate changes, wars, etc.). For this reason, the company operates in accordance with the requirements specified and implemented by the **UNI EN ISO standards 9001:2015** (Quality), **14001:2015** (Environment), **45001:2023** (Occupational Health and Safety), and **50001:2018** (Energy Management) in their new versions as amended by **Addendum Amd 1:2024** in order to be increasingly competitive and to achieve, maintain and improve its performance and capabilities at both the production and organizational level, while contributing to the reduction of environmental impacts and working to mitigate climate change and the negative impact it has on the lives of all living things in the world.

CO.M.P.ES. S.P.A. considers the protection of Health and Safety and the Environment as a substantial and integral part of its activity and, at the same time, a strategic commitment aligned with the company's overall goals.

CO.M.P.ES. S.P.A. promotes continuous improvement of performance by ensuring full compliance with laws and regulations, respecting all applicable, mandatory, and/or company-defined requirements. This is in accordance with the ISO Standards of the adopted Management Systems and the relevant basic legislation (if it exists) in force.

CO.M.P.ES. S.P.A. also promotes full transparency and fairness in all its work activities and in relationships with all stakeholders, including employees.

The company defines the following points as reference principles for its corporate policy:

FOCUSED ATTENTION ON THE CUSTOMER AND STAKEHOLDERS

CO.M.P.ES. S.P.A. is committed to understanding the needs of customers and plans its activities to optimize and improve the services offered, aiming to fully satisfy them

- ensuring compliance with contractual, technical, and quality requirements, including mandatory ones (e.g., environmental, energy, and safety requirements);
- consolidating the relationship with customers and their loyalty;
- developing and optimizing processes and know-how;
- conducting constant monitoring of company processes through the indicators identified for the existing management systems;
- promoting the optimal use of energy resources (e.g., home automation for climate control) with a focus on efficiency, aiming for savings while maintaining the output derived from their use (products/services, employee comfort, on-time delivery, etc.);
- investing in alternative forms of energy (e.g., photovoltaic systems) and environmentally friendly technologies (e.g., LED lighting);
- maintaining a high (broadly defined) level of supplier performance;
- assessing, in the preliminary phase, both suppliers and contractors against any mandatory requirements related to occupational health and safety (professional and technical suitability, compliance with insurance, tax etc.);
- raising awareness among suppliers that, during the evaluation of supplies, sustainability in terms of energy and the environment will be considered alongside health and safety, quality, and economic parameters. This approach aligns with the principles outlined in the Agenda 2030 endorsed by the United Nations General Assembly.

In the same way, it operates in compliance with requests and requirements:

- of the market will be organization operated;
- of the country in which it operates, acting in full compliance with standards, rules and legislations in force at national and international level applicable on front of standards.

INVOLVEMENT OF STAFF AND STAKEHOLDERS (TRAINING AND RESOURCES)

CO.M.P.ES. S.P.A. is aware that the involvement of staff, all stakeholders, and collaborators is the foundation for achieving corporate improvement goals and therefore promotes the enhancement of internal resources, committing to the fullest to create a work environment where people are proud to work, and careful selection of external collaborations.

Specifically, the aim is to:

- allocate an adequate number of resources in line with its production processes;
- ensure the necessary resources for achieving the defined objectives and targets and continuously improve the performance of the Integrated Management System;
- promote the company's cultural growth and the investigation of the causes of problems that arise by spreading the culture of Quality, ethics, inclusivity, and equal opportunities, as well as respect for the environment and values relating to occupational health and safety through appropriate informative/educational actions;

- continuously and consistently train and empower all staff to use energy responsibly and efficiently (e.g., turning off air conditioners, both tower cases and PC monitors, or lights in offices, locker rooms/bathrooms...);
- provide opportunities for individual and organizational learning through continuous updating (training) in order to consolidate the level of competence, professionalism, involvement, and personal motivation of the employees not only in the scope of their activity but also in relation to environmental and occupational health and safety issues;
- hire and train young staff to remain competitive in the future;
- provide adequate resources (facilities, means, plants, tools, machinery, and equipment) with effective investment management;
- ensure a favorable work environment that, inspired by respect, fairness, and collaboration, allows staff involvement and empowerment;
- guarantee ever-improving and fair working conditions, applying and respecting all relevant national and international legislation, collective agreements, commitments undertaken by the organization, and the requirements of international standards;
- identify the activities and/or areas responsible for energy consumption, in order to identify potential interventions to improve energy efficiency through the involvement of the staff concerned;
- prevent and reduce risks to workers' health and safety, in particular by:
 - ensuring that work environments are suitable, safe, and ergonomic for the performance of activities;
 - protecting workers' health through continuous health monitoring and stress assessment;
 - ensuring a high level of maintenance, safety, and reliability of the available means;
 - countering living and working conditions that are detrimental to health and promoting suitable individual behaviors and lifestyles;
 - identifying hazards related to activities and proactively assessing risks to personnel for what is already in place and for each new activity and/or process in order to be able to adopt solutions to prevent injuries and possible occupational diseases.

Not only that, in selecting present and future collaborators and suppliers, CO.M.P.ES. S.P.A. makes sure that they have the same vision and pursue the same goals, operating according to the basic standards of product and service quality, health and safety, and environmental sustainability, in order to work in synergy for their realization.

COMMUNICATION

Recognizing the importance of communication among all resources (staff, stakeholders, entities, etc.) for achieving the set goals, CO.M.P.ES. S.P.A.:

- seeks an open dialogue with all interested parties (internal and external) on environmental, energy, health, and safety issues in order to make them understand the environmental impacts of its activities and its own principles on the matter;
- takes into account the requests of citizens, social and trade union organizations, employees, and public authorities regarding the environment and health and safety;
- cooperates with public authorities in managing possible emergency situations in order to minimize impacts on the environment;
- ensures communication and involvement of the community and local authorities in the energy performance achieved;
- requires clients, suppliers, and contractors to respect the policies, laws, and commitments adopted by the company regarding the management of Quality, Safety at work, environmental issues, and energy performance;
- consults its workers and, in particular, their representatives;
- uses information means and technologies suitable to promote a constant and stable interconnection between the organization, internal resources, collaborators, and users/clients.

IMPROVEMENT

CO.M.P.ES. S.P.A. sets as its permanent goal the improvement of the performance of its Integrated Management System for QUALITY - ENVIRONMENT - HEALTH AND SAFETY AT WORK - ENERGY; the preliminary assessment of risks and opportunities associated with company processes, the objectives to be achieved identified annually, the verification activities (internal and external), and the annual Management review, carried out at the beginning and end of the year, are the tools that the company implements to constantly improve.

To achieve this goal, CO.M.P.ES. S.P.A. aims to:

- ensure that the management system involves the entire company organization, from the employer to the individual worker, according to their attributions and competencies; to this end, workers will be trained, informed, and made aware to carry out their tasks in a way that ensures their responsibilities in the matter;

- achieve the objectives set annually for Quality – Environment – Occupational Health and Safety at Work – Energy Management;
- strive to ensure that all interest parties (staff, collaborators, stakeholders...) maintain behavior in accordance with the company's ethical code;
- continuously improve the effectiveness of the Integrated Management System;
- promote problem solving and preventive activities and/or the development of improvement actions, providing, where necessary, for the definition of appropriate corrective or improvement interventions;
- systematically measure performance to achieve continuous improvement and increase results;
- consolidate the corporate structure and size;
- increase the number of customers and understand market needs;
- be more competitive in the market by improving management results;
- be aware that waste reduction and continuous improvement of processes and raw materials is essential to remain competitive;
- optimize and improve the service offered to the client in order to achieve their full satisfaction;
- verify and optimize company processes in order to further reduce the number of Non-Compliances still present;
- improve and make the communication system between all stakeholders more efficient by spreading greater awareness of the importance of environmental respect, energy use, and compliance with health and safety regulations for oneself and others;
- reduce all forms of environmental impact for the protection of the environment and the prevention of pollution both in terms of waste production, atmospheric emissions, water management (through reduction, reuse and recycling), and in terms of energy consumption and staff travel;
- optimize the use of energy resources by avoiding waste and adopting, where economically viable, the best technologies available in the market to improve its performance in this regard;
- restructure plants using efficient projects, also from an environmental and energy standpoint;
- continue researching and using forms of alternative and low-impact energy;
- use products and services that minimize environmental and energy impacts;
- reduce the impact that business activities can or could have on climate change;
- maintain high and constant attention to the protection of the health and safety of workers and collaborators in order to prevent accidents, injuries, and occupational diseases;
- comply with the regulations aimed at protecting the health and safety of workers and the environment, and those relevant to the production activity (e.g., design) in their latest updates;
- comply with the applicable legislative (Italian and European) provisions on the use of energy relevant to the company and the contractual obligations entered into by the company towards third parties;
- exercise constant control over the energy impact of every company operation, from strategic decisions to operational activities;
- continue the activity of preventing emergency situations, i.e., the readiness to respond to them, through emergency management simulations;
- improve the involvement of third-party suppliers in environmental protection, conscious energy use, and respect for safety and health in workplaces;
- constantly review the Integrated Policy.

The General Management of CO.M.P.ES. S.P.A. is involved in respecting and implementing the principles of this Policy, ensuring and verifying that it is documented, made operational, and kept active, periodically reviewed, and disseminated to all levels of the organization and stakeholders.

Furthermore, it promotes the application, improvement, and development of the existing systems (Quality, Environment, Health and Safety at Work, Energy Management) jointly and aims to disseminate and support a common vision of company's objectives so that they are understood and shared by employees and collaborators, as they can only be achieved through the collaboration and commitment of all, to:

- respect the environment by minimizing any form of environmental impact;
- use energy sources consciously in order to improve their performance;
- protect one's own and others' health and safety by using protection devices (individual and collective), following company operational instructions, and contributing with their own improvement proposals/notifications;
- prevent any form of gender discrimination or physical, verbal, and/or digital violence;
- follow the established operating modes (instructions, procedures...);
- actively participate in meetings and training courses.

	Integrated Policy Quality-Environment-Safety-Energy <i>Updated 26/08/2024</i>	MOD-520	
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This Policy is available to all stakeholders and is displayed on notice boards (totems) located within the company, on the company's website, and, for employees only, also on the INTRANET.

La Direzione
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