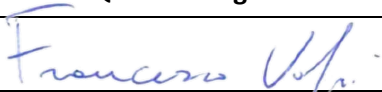


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QHSE INTEGRATED POLICY

Checked by	Validated by
QHSE Manager	Sole Director
	
Mr. Francesco Volpi	Mr. Alessandro Fontana

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1 – Establishing the policy for Quality, Environment and Safety

At MITA Cooling Technologies Srl, an integrated quality, environment and safety system is in effect, the main principles of which are set out in this Integrated Management System Policy. The content of the management system policy, approved by Senior Management at the time of its issue, and the achievement of the set objectives will be systematically assessed during the Senior Management Review at least once a year.

2 – Quality Policy

The guiding principle of the quality policy of MITA Cooling Technologies S.r.l. is to contribute to the development of social welfare, in order to collaborate in the construction of a safe and sustainable civil society through research in new technologies and the development of new products. The Company's main objective is to develop and deliver to its customers innovative, reliable, safe and environmentally friendly products, always tailored to their needs, as well as to expand and consolidate its activities in the world market, maintaining a high focus on its Customers, Employees, Shareholders and Stakeholders. At the strategic corporate level, Senior Management believes that the future of the company is contingent on the following factors:

- economic and financial expertise;
- value of its human resources and teamwork;
- continuous adaptation of the organizational structure and production capabilities to market requirements;
- compliance with statutory and contractual requirements;
- reduction in product defects and non-compliance in the provision of services.

To best implement its policy for quality, the Sole Director of MITA Cooling Technologies S.r.l. has established the company's Quality Committee, reporting directly to the director and without any production constraints, with the aim of maintaining an effective management system in accordance with ISO 9001:2015.

Furthermore, the integrated management system is intended as a tool for:

- measuring customer satisfaction;
- optimizing the organization through the continuous review of business processes;
- implementing continuous improvement by planning, verifying and measuring tasks performed;
- consolidating partnerships with suppliers and strategic customers;
- providing for possible corrective and improvement actions for any identified anomalies.

The Head of the Integrated Management System is responsible for supporting the implementation of this policy for quality, also providing the necessary training and awareness-raising of internal staff and outsourced resources.

The Heads of each corporate area are accountable, within the scope of their authority, for the achievement of the objectives set. Any disputes must be reported to Senior Management, which shall define the methods to be adopted for their resolution.

The Sole Director ensures that the company has all the resources and support necessary to achieve the set objectives and undertakes to constantly monitor their achievement. All staff are required to make their contribution so that the quality policy can be implemented.

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3 – Environmental Policy

The Sole Director of Cooling Technologies S.r.l., by this environmental policy, makes known to all persons working for or on behalf of the organization that environmental protection and the systematic control of the company's impact due to its activities, products and services are an integral part of the main objective of contributing to the development of social welfare and the building of a safe and sustainable civil society.

For this reason, the company has implemented a Management System, structured according to ISO 14001:2015 standards, internationally recognized and driven by the principle of continuous improvement.

The pursuit of this objective requires full compliance with applicable environmental legislation and regulations, as well as the Senior Management's commitment to:

- identify and improve the truly significant environmental aspects in terms of all related activities, products and services;
- verify the achievement of the set objectives;
- implement corrective actions and environmental improvements;
- reduce energy consumption;
- reduce the production of waste, particularly waste with high environmental impact;
- reduce air pollution and noise emission;
- encourage, where applicable, the recycling of materials;
- assess the environmental impact in advance when choosing new equipment and defining working methods;
- draw up and implement the internal environmental control plan.

The undertaking of these commitments entails:

- the definition of indicators to measure the environmental performance of the entire Organization;
- the design and production of green products, using, where possible, technologies with a low environmental impact;
- the reduction of corporate environmental impacts through the application of best available technologies and practices;
- the promotion of the principle of respect and protection, of people and the environment, through the training and awareness-raising of all employees and collaborators;
- the promotion of sustainable environmental practices among suppliers, contractors and customers;
- the establishment of cooperative relations with supervisory authorities and environmental protection bodies.

The Sole Director of MITA Cooling Technologies S.r.l. undertakes to provide the company with the resources and support necessary to achieve the set out environmental objectives and to constantly monitor the achievement of said objectives and targets.

This environmental policy will be reviewed at least annually, and in any event whenever special circumstances may require it.

4 – Safety Policy

MITA Cooling Technologies S.r.l., in accordance with its founding principle of contributing to the development of its own social welfare, has set as its priority objective to ensure a balance between the corporate purposes laid down in the articles of association and the need to safeguard people's health. It is the company's commitment to operate with respect for the safety of its employees, its customers, the populations living in the areas surrounding the facilities, and third parties in general, preventing the occurrence of accidents and mitigating any harmful effects.

The Sole Administrator is aware that some of the activities performed are carried out in the presence of hazardous substances and through processes with which risks of accident or injury are associated. This situation is at present inevitable in consideration of the company's purpose and given current technological knowledge. Nonetheless, the company has continued to pay special attention to the health and safety policies for workers, both in terms of human and financial resources.

In order to achieve the desired and attainable levels of safety, including the prevention of accidents and injuries, it is essential to have a thorough knowledge of the activities carried out and the dangers associated with them, as well as to be equipped with adequately trained personnel and the use of plants compliant with high quality and safety standards in the performance of the company's operations.

MITA Cooling Technologies S.r.l. accepts and adopts the contents of Legislative Decree 81/08. This management system, structured in accordance with ISO 45001:2018, is therefore an integral part of the production activities carried out at the Siziano plant and at customer sites.

MITA Cooling Technologies S.r.l. therefore develops, issues, reviews and implements safety plans for its employees, so as to ensure that:

- operations are carried out in compliance with all applicable laws and regulations on health and safety in the workplace;
- the persons in charge of risk prevention and protection are involved in meetings, internal audits, inspections and training activities for health and safety prevention;
- safe and comfortable working environments and working tools with an adequate degree of technological innovation are made available to all personnel;
- all personnel, each according to their authority and responsibilities, are informed, trained and made aware of the potential risks associated with the activities;
- communication processes with employees, contractors and other stakeholders are optimized, aiming to increase the effectiveness of the Health and Safety Management System;
- the risk of accidents and injuries, understood as a combination of the probability of occurrence and the severity of the effects, is also minimized in accordance with the level of knowledge and the state of technology used;
- the plants and any modifications thereof are designed and executed in such a way as to ensure that they are compatible with the protection of health and safety, with a minimal use of resources;
- secondary products are provided with the guarantee that, when used, handled, stored, distributed and disposed of in accordance with company regulations, they allow safe operation;
- surveillance procedures are applied and continuously updated in order to monitor the implementation of this policy, including by conducting periodic audits to verify the efficiency and adequacy of the measures taken.

Senior Management shall endeavor to eliminate dangers and reduce risks arising from the activities implemented in relation to the human, technical and economic capabilities of MITA Cooling Technologies S.r.l. The implementation of this safety policy and the verification of the achievement of its objectives will be systematically reviewed, at least once a year and as part of the Senior Management Review, by the Sole Director.