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M 02 CT 20

QHSE INTEGRATED POLICY

Check	Validation
Management system manager	Sole Director
Eng. Francesco Volpi	Dr. Alessandro Fontana

1 - Establish the policy for quality, environment and safety

An integrated quality, environment and safety system is in place at MITA Cooling Technologies Srl, the fundamental principles of which are spelled out in this Integrated Management System Policy. The content of the Management System Policy, approved by the Management at the time of its issuance and the verification of the achievement of the set objectives, will be systematically checked at least once a year during the Management Review.

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 cooperate in the realization of a safe and sustainable Civil Society through the research of new technologies and new products. The main objective of the Company is to manufacture and supply innovative, reliable products that are always appropriate to the needs of its customers, as well as to expand and consolidate its activities in the world market, while maintaining a high level of attention to Customers, Employees, Shareholders and all stakeholders.

At the strategic corporate level, Management believes that the future of the Company depends on the following fundamental factors:

- The economic, financial and organizational capabilities;
- the quality of human resources and teamwork;
- compliance with mandatory requirements and commitments;
- the abatement of nonconformities in products and services;
- quality, reliability, development and innovation of products.

In order to best implement its quality policy, the Sole Director of MITA Cooling Technologies S.r.l. has established the company's Quality Committee, which is placed under its direct reports and without any production constraints, with the aim of maintaining an effective management system in accordance with ISO 9001:2015.

In addition, the integrated management system is intended as a tool to take action on issues such as:

- Professional and morally ethical behavior;
- Protection of human rights and anti-corruption;
- Training of all personnel in the performance of their relevant activities;
- Ongoing assessment of risks associated with activities performed to identify new opportunities; and
- Continuous improvement of business processes through planning, verification and measurement of activities performed;
- Compliance with applicable laws and regulations;
- Rejection of any compromise regarding the quality and safety of the finished product;
- Quick response and correction of any anomalies found;
- Established partnership relationships with strategic Customers and Suppliers;
- Satisfaction of stakeholder expectations based on commitments made;
- Measurement of customer satisfaction.

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

The Sole Administrator ensures that the Company has all the necessary resources and support to achieve the set goals and undertakes to constantly monitor the achievement of these goals.

All personnel are expected to contribute so that the quality policy can be implemented.

3 - Policy for the Environment

The Sole Director of MITA Cooling Technologies S.r.l. hereby makes known to all people working for or on behalf of the Organization, that environmental defense and systematic control of the environmental impact due to its activities, products and services, are an integral part of the main objective of contributing to the development of social welfare, through the realization of a safe and sustainable Civil Society.

For this reason, it has implemented a Management System, structured in accordance with ISO 14001:2015, which is internationally recognized and inspired by the principle of continuous improvement.

The pursuit of this goal requires full compliance with current environmental legislation and regulations, as well as management's commitment to:

- Identify and improve, in relation to its business, products and services, the truly significant environmental aspects;
- verify the achievement of the set objectives;
- implement corrective and environmental improvement actions;
- reduce energy consumption;
- reduce the production of waste, particularly waste classified as having a high environmental impact;
- reduce air pollution and noise emission;
- encourage, where applicable, the recycling of materials;
- assess in advance the environmental impact when selecting new equipment and defining working methods;
- prepare and implement the internal environmental control plan.

Meeting these commitments involves:

- The definition of indicators to measure the environmental performance of the entire Organization;
- the design and implementation of "green products" through the use, where possible, of technologies with low environmental impact;
- the reduction of corporate environmental impacts through the application of the best available technologies and practices;
- the promotion of the philosophy of respect and protection, of people and the environment, through the training and awareness of all its employees and collaborators;
- the promotion of sustainable environmental practices among suppliers, contractors and customers;
- the establishment of cooperative relationships with the Control Authorities and Bodies in charge of environmental protection.

The Sole Director of MITA Cooling Technologies S.r.l. is committed to ensuring that the Company has all the resources and support necessary to achieve the environmental goals and objectives set forth and undertakes to constantly monitor the achievement of these goals and objectives.

This environmental policy will be reviewed at least annually and, in any case, whenever contingent needs make it necessary.

4 - Security Policy

MITA Cooling Technologies S.r.l., in accordance with its inspiring principle of contributing to the development of social welfare, has the priority objective of safeguarding the health and safety of the people involved in its processes. In fact, it is the company's desire to operate with respect for the safety of its employees, its customers, the populations living near its plants and third parties in general, preventing the occurrence of accidents and mitigating any harmful effects.

Management operates in an economically and ethically responsible industrial and business approach, generating value and sustainable growth. To this end, in collaboration with all workers and their representatives, it is committed to spreading and consolidating the promotion of health and safety in the workplace among its colleagues, customers and all stakeholders, developing awareness of the risks generated by its activities and promoting responsible behavior.

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Management operates in an economically and ethically responsible industrial and business approach, generating value and sustainable growth. To this end, in collaboration with all workers and their representatives, it is committed to spreading and consolidating the promotion of health and safety in the workplace among its colleagues, customers and all stakeholders, developing awareness of the risks generated by its activities and promoting responsible behavior:

- it is possible to operate in compliance with all applicable laws and regulations on health and safety in the workplace;
- risk prevention and protection figures are involved in meetings, internal audits, inspections and training activities for health and safety prevention;
- safe and comfortable working environments and working tools with adequate degree of technological innovation are made available to all personnel;
- all personnel are trained, educated and empowered, each according to his or her attributions and skills, to operate with full knowledge of the potential risks associated with the activities;
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- communication processes with employees, contractors and other stakeholders are refined, aimed at increasing 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 relation to the state of knowledge and technology;
- facilities and their modifications are designed and their operation is conducted in such a way as to ensure their compatibility with safety and health protection while minimizing the use of resources;
- secondary products are provided that when used, handled, stored, distributed and disposed of according to company requirements, enable safe operation;
- surveillance procedures are applied and continuously updated in order to monitor the implementation of this policy, including by conducting periodic audits aimed at verifying the efficiency and adequacy of the measures taken.

Management is committed to eliminating hazards and reducing 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 the set objectives will be systematically verified, at least once a year and during the Management Review, by the Sole Director.