

## INTEGRATED QUALITY ENVIRONMENTAL AND SAFETY POLICY

Considering the aims of the organisation and based on the analysis of the context in which it operates, NOVOTEMA defines its integrated policy that can serve as a guide in pursuit of strategic guidelines, which are put in place to achieve the following objectives:

- ✓ To ensure customer satisfaction and business continuity through continuous improvement, compliance with production standards and waste reduction, according to the targets defined and disseminated at all levels of the company;
- ✓ Achieve 95% on-time deliveries of material for customers, by reducing waste according to the targets defined and disseminated at all levels of the company;
- ✓ Operate with excellence, identifying strategic processes and implementing dedicated improvement plans;
- ✓ Ensure compliance with the mandatory standards applicable to the product and the structure;
- ✓ Optimize facilities and processes in order to achieve energy savings;
- ✓ Ensure innovative solutions, manage efficiently and strategically all the resources available and promote an environmental more responsible and sustainable in accordance with global objectives.
- ✓ Ensure that the standard to date are maintained:  
IATF16949 – ISO14001 – ISO45001 – ISO13485

NOVOTEMA plans its management system with a process-based approach with a view to continuous improvement aimed at continuously increasing the company performance and based on the “Risk-Based Thinking” concept.

NOVOTEMA ensures that all employees and collaborators operate in full compliance with professional ethics in line with its own ethical code and conduct, avoiding engaging in activities that harm or violate the rights of others.

NOVOTEMA is aware of the impact that its activities may have on the surrounding environment, on the health and safety of its workers and on the stakeholders.

The Management of the Organization is also committed to:

- ✓ to provide duly trained and responsible, instrumental and economic human resources, who are useful to the pursuit of objectives of the Integrated System;
- ✓ to continuous improvement of performance, as an integral part of its activity and as a strategic commitment to the wider aims of the company;
- ✓ to comply with and enforce applicable laws, regulatory obligations and other requirements that the organisation has signed and established, which relate to the hazards to Worker Health and Safety and the Environment;
- ✓ To ensure the privacy and data protection of customers, employees and partners by taking necessary measures to ensure information security.

In terms of environment and safety, Novotema undertakes to ensure that:

1. Starting from the definition of new activities, or the review of existing ones, the environmental and safety aspects are considered essential content;
2. The entire company structure, along with its partners, participates, according to its own powers and competences, in the achievement of the organisation's safety and environmental objectives so that:
  - 2.1.1. The design of the machinery, plant and equipment, workplaces, operating methods and organisational aspects are carried out in such a way as to prevent accidents and illness at work in order to safeguard the worker health and safety, protection of the environment, company assets, third parties and the community in which the company operates;
  - 2.1.2. Information on company risks is disseminated to all workers, their active participation is encouraged through specific forms always available to workers through periodic meetings during which proposals for improvement or reports relating to environmental and safety system- are collected;
  - 2.1.3. We respond quickly, effectively and diligently to emerging environmental and safety needs during the course of work activities;
  - 2.1.4. Cooperation between the different company resources and collaboration with the business organisations and the external bodies responsible is encouraged;
  - 2.1.5. Company procedures, instructions, standards and, more generally, all the tools put in place to protect occupational Environment, Health and Safety are respected.
  - 2.1.6. The organisation commits to reducing the environmental impact of its operations by promoting sustainable practices, reducing waste and using resources efficiently. This includes the adoption of measures to be implemented in order to limit any waste and ensure greater efficiency.

The organisation makes this document known and disseminates it to all company personnel through the company notice boards and the website [www.novotema.com](http://www.novotema.com)

Villongo, January 2025

The Management

*Consonni Stefano*