



POLICY FOR QUALITY, SAFETY AND THE ENVIRONMENT

(Issue 1 of 23/05/2023)

This policy was deemed appropriate to the purposes and context of the organization and was deemed suitable to support the strategic guidelines of Reagens. It represents the reference framework for setting quality objectives with a view to continuous improvement of the management system and with the commitment to meet all applicable requirements.

The mission of REAGENS S.p.A. is to create innovative solutions that meet and anticipate the needs of the market and making available to the customer all the experience gained by its technicians in over 50 years of activity in respect of the environment and the health and safety of workers. To achieve this challenging objective REAGENS S.p.A. makes available its skills and behaviors, in particular:

- Creativity: having the ability to reinvent yourself and propose new and versatile solutions
- Passion: having fun in what we do. To convey the desire to achieve
- Trust: transparency, credibility, congruence. Do what you say
- Team spirit: the pride of being together. Appreciate, respect, communicate
- Resourcefulness: being courageous and having a sense of responsibility. Be reliable
- Humility: ready to listen. Evaluate the opinions of others

This Policy is based on a set of principles, identified by top management following the defined implementation of a process aimed at identifying and adequately managing risks and opportunities in order to achieve objectives consistent with corporate strategies and to which inspire the goals for quality, health and safety. REAGENS S.p.A. undertakes to define, implement and maintain an Integrated Management System and related documents that make it up on the basis of the following principles:

Quality area: Pursue continuous improvement through:

- Constantly investing in research and development in order to position itself among the main players in the reference market;
- Further increase the commitment to technological innovation in the operations area;
- Consolidate a long-lasting and profitable collaboration relationship with all customers, in order to always provide products and services that meet their expectations in compliance with the legal requirements and regulations in force;
- Guarantee reliability, support and responsibility in business decisions;
- Maintain an adequate level of transparency in internal and external communication of the main events that may have an impact on the business
- Further strengthen a team spirit appropriate to the dynamics of the organization and the competitiveness of the reference markets;
- Increase the awareness of the staff by guaranteeing their individual well-being;
- Increase the skills of the staff through suitable training courses to guarantee everyone the opportunity to express all their skills.

Safety area: Prevent and reduce the risks to the health and safety of workers with a view to continuous improvement, through:

- Choice of methods and technologies that, as far as possible, do not expose personnel to risks (risk prevention in the design phase);
- Creation and maintenance of suitable, safe and healthy working environments in order to prevent work-related injuries and diseases;
- Protection of workers' health through continuous health monitoring and its evaluation;
- Activation of effective measures in order to prevent accidents by eliminating hazards and reducing risks to health and safety;
- The commitment to constantly satisfy the applicable legal requirements and the voluntary ones that may be signed;
- The commitment to consultation and participation through their representative (RLSSA) in the operational choices regarding health and safety;



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- The commitment to encourage workers to report potentially dangerous situations and to propose potential improvement measures, protecting them from any retaliation;
- The commitment to consider Occupational Health and Safety and the related results as an integral part of company management;
- The commitment to continuous improvement of health and safety performance;
- The commitment to provide the necessary human and instrumental resources;
- The commitment to ensure that workers are sensitized and trained to perform their tasks safely and to assume their responsibilities in the field of Health and Safety at Work;
- The commitment to periodically review the Policy itself and the Management System implemented;
- Promotion of the principles of Social Responsibility, through the adoption of Model 231.

Environment Area: Commitment to protecting the environment, including the prevention of pollution with a view to continuous improvement, through:

- Constant search for raw materials with low environmental impact;
- The commitment to consider the safeguarding and protection of the Environment and the related results as an integral part of business management;
- The commitment to ensure that workers are sensitized and trained to protect the environment;
- Construction of treatment plants, in order to reduce emissions into the environment, in order to reduce emissions into the atmosphere and surface waters;
- Compliance with applicable environmental regulations and any voluntary agreements signed;
- Promotion of the principles of Social Responsibility, through the adoption of Model 231.

Sustainability area: Commitment to sustainable development by integrating environmental aspects with economic, social and institutional ones according to an interdisciplinary approach with a view to continuous improvement, through:

- The promotion and respect of universally recognized human rights;
- Supporting the freedom of association of workers and recognizing the right to collective bargaining;
- Ensuring the absence of all forms of forced and compulsory labor;
- Not using child labor by fighting any kind of physical, verbal, sexual or psychological harassment, abuse, threats or intimidation in the workplace;
- Ensuring the absence of any form of discrimination regarding employment and profession;
- By supporting a preventive approach to environmental challenges;
- By undertaking initiatives that promote greater environmental responsibility;
- Encouraging the development and dissemination of technologies that respect the environment;
- By pledging to fight corruption in all its forms, including extortion and bribery;
- Guaranteeing adequate hygiene and safety of employees and suitable working conditions by guaranteeing (eg wages and social benefits, rhythms of work, exchanges and participation in working conditions);
- Promoting social dialogue with workers' and trade union representatives;

This policy is appropriate to the purposes and context of the organization and made available to all interested parties who request it and communicated within Reagens S.p.A. through posting on dedicated company notice boards, as well as through distribution to all employees at each review in order to make it applicable and understandable by all employees.

General Manager - Employer - Plant Manager

Enrico Crocetti