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Casazza, 29<sup>th</sup> July 2024

TEMA Energy Srl has developed the following Integrated Policy, which aims to offer the Customer a product capable of fully meeting their needs and expectations, while respecting internal economical requirements and pursuing constant technological innovation. The policy also underlines the continuous company effort to reduce environmental impacts and protect workers. TEMA Energy Srl has always been guided by the principles of legality, fairness, transparency, inclusion, impartiality, and confidentiality, as well as respect for human dignity, rights and freedoms of individuals, and the environment in which it operates.

### **Quality Policy (Industrial and Aerospace/Space/Defense)**


For this area, the Top Management is continuously committed to guarantee:

- the highest products' quality in compliance with Customers and other relevant interested parties' requirements
- the continuous development of *know-how* and *know-why*
- tailored made services based on customer's requests and on time deliveries
- a strong focus on *problem solving*, where competence, ability to find solutions and lessons learnt from past experiences are key factors
- the development, implementation and continuous improvement of the efficiency and efficacy of the Integrated Management System, in accordance with ISO 9001:2015 and EN 9100:2018 standards
- an approach aimed at ensuring that personnel operate daily in full awareness of the importance and potential consequences of their work, and that this is also extended to suppliers so that they are part of all processes
- that Quality policy is periodically revised in order to guarantee the efficacy and adequacy over the time
- that Products, activities and services are in accordance with the national laws and European regulations and directives
- that the present Integrated Policy is known by the personnel and be available for public.

### **Environment Policy**

For this area, the Top Management is continuously committed to guarantee:

- The continuous monitoring of its environmental aspects
- Its commitment to protect the environment and to prevent the pollution in relation to its contest using sustainable resources
- That the present and future activities are executed in respect of the European directives and regulations as well as of the national laws
- the development, implementation and continuous improvement of the efficiency and efficacy of the Integrated Management System, in accordance with ISO 14001:2015 in order to increase its environmental performances
- that the present Integrated Policy is known by the personnel and be available for public.

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### **Health and Safety Policy**

For this area, the Top Management is continuously committed to guarantee:


- that the working conditions are always safe and healthy inside its property
- that all the necessary actions are taken to prevent the injuries and working diseases
- that the prevention and protection service is always adequate with respect to the risks and company's dimensions
- the definition of health and safety targets aimed to reduce the number of injuries and to minimize the risks
- that the present and future activities are executed in respect of the European directives and regulations as well as of the national laws
- the development, implementation and continuous improvement of the efficiency and efficacy of the Integrated Management System, in accordance with ISO 45001:2018 to reduce the negative events
- the continuous consultancy of the workers directly or through their representative
- that the present Integrated Policy is known by the personnel and be available for public.

### **Social Responsibility Policy**

For this area, the top Management is continuously committed to guarantee:

- Respect for workers' rights and human rights, including compliance with established working hours, agreed wages, and social benefits granted to employees;
- Protection against child exploitation;
- Respect for the principle of equal opportunities;
- Protection against any form of discrimination or abuse (physical, psychological, or verbal);
- Raising awareness at all levels through targeted actions aimed at overcoming unconscious biases;
- Promotion of policies and actions designed to foster equal opportunities and, consequently, the reconciliation of work times and personal life times;
- Continuous professional development and growth of human resources to ensure access to the same opportunities for training, professional growth, and remuneration, respecting individuality and highlighting diverse potentials and talents;
- Maintenance of fairness in relationships with collaborators;
- Condemnation of any act of discrimination and encouragement for all employees to report any suspected discriminatory case;
- Dissemination at all levels of the organization of management and leadership styles that make inclusion the cultural reference model, also through responsible team management, to increase sensitivity and awareness of the value of diversity;
- Ensuring that the Policy is known by staff and available to the public.

To achieve these targets, the Top Management considers essential the enhancement, motivation and development of personnel, as well as its involvement in the improvement processes, in order to promote a common vision of corporate objectives.

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The Policy and the related objectives are periodically reviewed and updated during the Top Management review meeting. The activities that are considered to have a significant environmental impact or risks for the health and safety, represent the starting point for the definition of the improvement objectives.

The Top Management undertakes to review the Integrated Management System to ensure its continuing suitability, adequacy and effectiveness, in order to increase Customers' and other relevant interested parties' and workers' satisfaction.

*Chief Executive Officer*  
Ing. Paolo Zani