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Casazza, 10th October 2022

TEMA Energy srl aims to increase its position in the reference market in order to be a reference Company recognized by the sector's operators. To do so, The Top Management has defined three different policy areas:

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.

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.

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