

Health and Safety, Environment and Sustainability Policy

M.M. S.r.l. a socio unico designs and manufactures gratings, structures, fences and manhole covers in FRP (Fiberglass Reinforced Polymers), customised to meet the needs of the customers. The company is committed to ensuring top quality, safety and sustainability, actively contributing to the economic, social and environmental development, in line with the **United Nations' Sustainable Development Goals (SDGs)**.

In order to support its commitment to responsible and transparent management, M.M. has implemented an **Integrated Management System (IMS)**, which ensures quality, environmental protection, health and safety, and social responsibility. Inspired by the principles of the ISO 26000 on **responsible governance**, this system promotes **transparency, fairness, and compliance with international laws** and standards relating to **human rights, labour** and the environment. It is certified according to the ISO 9001, ISO 14001, ISO 45001, and SA8000 international standards. Furthermore, the company has implemented an organisation, management and control model in accordance with Italian D.Lgs. 231/2001, which is intended to prevent ethical, social, environmental and health and safety risks, and to promote conduct that complies with current regulations and the principles of the company's Code of Ethics and Conduct.

The company recognises the importance of **stakeholder involvement**, both internal and external, as an essential element of the effective definition and the implementation of its sustainability policies. To this end, it promotes continuous dialogue, collaboration and the adoption of ethical practices throughout the value chain.

M.M. has decided to invest in its heritage of ideas and values, and above all its people, by drawing up a **Charter of Values**. This charter has three core pillars: **competence, innovation and passion**. Through the continuous implementation of the management system, these values are translated into concrete actions and represent the Organisation's fundamental and distinctive mean and. They shape all efforts in order to provide a service that not only meets but also anticipates customer expectations, costantly ensuring reliability, safety and quality. This approach incorporates accident and emergency prevention relating to health and safety, as well as the pollution prevention, the increase of energy efficiency and the use of renewable sources, with the aim to actively contribute to reducing climate-changing emissions.

1. Environment

The Company is committed to reducing its environmental impact throughout the entire life cycle of its products. With special emphasis on:

- **Reduction of greenhouse gas emissions**, in accordance with the GHG Protocol (Scopes 1 and 2)
- **Energy efficiency**: reduce energy consumption by 10% by 2026 (based on 2023 figures)
- **Water management**: reduce water consumption by 30% by 2026 (based on 2023 figures)
- **Waste management**: reduce fibreglass waste by 10% by 2026 (based on 2023 figures)
- **Promoting the recycling** and reuse of materials, including those from external sources
- **Protecting the landscape and biodiversity**, and preventing air, water and soil pollution, in compliance with environmental permits issued by the relevant authorities
- **Using renewable energy** and low-impact technologies by installing a photovoltaic installation and purchasing green certificates
- Adopting a **life cycle** approach to sustainable design and production in line with the principles of the circular economy, with the aim of recovering products and increasing their durability

2. Health and Safety / Human Rights

M.M. promotes fair and safe working conditions that respect human dignity:

- Guarantee of **safe and healthy working conditions** in compliance with Italian Legislative Decree 81/08 and international standards
- Promotion of the **well-being and health of workers** through initiatives that encourage work-life balance, raise awareness of healthy lifestyles and disease prevention activities, by participating in the Workplace Health Promotion (WHP) programme.
- Staff involvement and **continuous training** to enhance skills and encourage professional development
- **Raising awareness** of the active role that each collaborator plays in achieving sustainability objectives
- Respect for fundamental human rights and **zero tolerance towards any form of forced or involuntary child labour**. We comply with the International Labour Organization's (ILO) conventions, the SA8000 certification requirements and with the provisions of the Organisation, Management and Control Model under Italian Leg. Decree 231/2001
- **Inclusion and equal opportunities**, by promoting diversity and fighting any form of discrimination, in accordance with

the requirements of the Organisation, Management and Control Model under Italian Leg. Decree 231/2001 and the Code of Ethics and Conduct of the Company

3. Ethics and Compliance

Ethics are an integral part of the company culture at M.M. and shape every relationship with stakeholders, customers, suppliers and collaborators:

- **Implementation of an Organisation, Management and Control Model under Italian Leg. Decree No. 231/2001**, which outlines the principles, protocols and procedures that are intended to prevent crimes and strengthen the corporate culture of legality and transparency
- **SA8000 certification** on social responsibility to emphasise the commitment to ensuring respect for human rights and for working conditions throughout the entire value chain
- **Code of Ethics and Conduct**, implemented and communicated
- **Zero tolerance for corruption**, fraud, anti-competitive practices or discriminatory behaviour
- Compliance with legislative, contractual, technical and voluntary **obligations**, both at national and international level
- **Protection of data** and sensitive information
- **Promotion of transparency, responsibility and compliance with the rules** in all company activities

4. Sustainable Purchases

M.M. considers its suppliers to be an extension of its production processes and is committed to:

- Periodically **monitoring** its suppliers to ensure they align with the company's commitments
- Promoting **collaboration** with suppliers who adopt environmental and social management systems
- **Encouraging the reuse** of materials **throughout the supply chain** as well as solutions with a low environmental impact
- Actively **involving suppliers** in the continuous improvement of sustainability
- **Integrating environmental, health, safety and ethical criteria** into the supplier selection and evaluation process, completing this by 2025.

5. Commitment to the Territory

M.M. recognises the importance of its relationship with the local community and is committed to adding value to the area through initiatives that promote social and cultural development, such as:

- **Sponsorship of local sports and cultural associations**
- **Support to local charities through the purchase of products**
- **Promotion of training projects, which involves welcoming groups of students to the premises, offering internships** for university students and students at university level, developing a project specific to FRP (Fiberglass Reinforced Polymers) known as M.M. Academy that also involves a local training centre and a university.

6. Monitoring, Communication and Continuous Improvement

With the support of the HSE Manager, the Senior Management periodically reviews the effectiveness of the policy, the achievement of the set goals and the evolution of company needs in order to define and constantly update goals that are consistent with the company's commitment to sustainability.

The company also monitors its social, environmental and governance performance using the indicators required for SA8000 certification, promoting continuous improvement and active dialogue with stakeholders.

Transparent and effective communication and participation are promoted at all levels of the organisation. M.M. also encourages active and continuous dialogue with all relevant stakeholders (customers, employees, suppliers, local communities, public authorities and strategic partners). This is done in the knowledge that open discussion is fundamental to strengthening social responsibility and improving overall performance.

The Policy is distributed through the main corporate communication channels (website and social media) and in strategic locations within operational offices in order to guarantee visibility, awareness and sharing.

Udine, 19/03/2025

Signed by the Legal Representative

Emanuel Morandini