

## ENVIRONMENTAL POLICY

General section

The VAREM Spa leadership, in order to ensure proper environmental management related to its work activities, has adopted the Environmental Management System according to the ISO 14001:2015 standard. Management, on the strength of its System, is committed to a sustained improvement through Prevention, Training and Communication with all sections of the company and towards the outside world as strong tools for the company's cultural growth and an integral part of technical and organisational planning at all levels. This therefore ranges from a continuous monitoring of all environmental aspects linked to activities, to training on environmental matters for everyone in the company, to controlling the consumption of raw materials and resources used, to the compliance with applicable legal requirements, all aimed at the sustained improvement of the environmental objectives set.

Management therefore, based on its own Environmental Management principles, has defined the fundamental goals of its own Environmental Policy, divulging its contents to all personnel.

These fundamental goals or principles are the following:

- Monitoring any environmental impacts, defining prevention and protection procedures to eliminate or contain them;
- Training and making all personnel aware of their duties, encouraging everyone to assume their responsibilities in environmental matters;
- Ensuring maximum safety for workers and plants with reference to the technical and legislative regulations in force as well as technological innovations;
- Constantly practice the analysis of environmental and safety indicators, initiating appropriate prevention and improvement actions to resolve the highlighted problems at their root;
- Communicating the importance of meeting regulatory and legal requirements to all personnel regarding the Environment, through meetings, gatherings and by scheduling work plans, as well as operating and control procedures;
- Periodically reviewing the policy itself and the status of the objectives through the assessment of established and monitored indicators, communicating results to the company.

The company defines objectives and programmes for their implementation and to maintain the Environmental Management System active, aiming at a coherent whole that will integrate technology, organisation, working conditions, social relations and the influence of the relevant factors in the working environment.

Management and its collaborators contribute to the process aimed at preventing and reducing environmental impacts and risks as well as protecting their own health and safety and that of third parties.

Suppliers and customers are also made aware of their being part of this improvement process.

The company is committed to maximum cooperation and transparency with public and control bodies.